



Tami A. Earnhart

Partner

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Tami Earnhart is a partner at Ice Miller and a member of the firm's Workplace Solutions Group and Health Care Group. She represents employers in all aspects of employment and labor law, including discrimination and other litigation, claims filed with administrative agencies, and labor arbitrations. She helps employers avoid employment disputes, when possible, and advises companies in making personnel decisions and creating policies in compliance with state and federal laws, including FMLA and affirmative action policies.

Tami frequently trains boards, human resources professionals, managers and non management employees on issues such as discrimination, harassment, discipline and discharge, hiring practices, and FMLA compliance. She also regularly defends employers in discrimination, wage and hour, and other litigation before state and federal courts; claims filed with administrative agencies such as the Equal Employment Opportunity Commission and the Indiana Civil Rights Commission; and labor arbitrations. In addition, she has prepared articles and is a frequent speaker on employment issues, such as harassment, FMLA, health care reform, affirmative action and the Fair Labor Standards Act.

Tami is originally from Elkhart, Ind. and received her Bachelor of Science in legal administration from the University of Evansville, graduating *magna cum laude*. Tami earned her juris doctor, *magna cum laude*, from Indiana University Maurer School of Law and was elected to the Order of the Coif. While attending law school, she served as senior managing editor for the *Indiana Law Journal* and the publicity coordinator for the Sherman Minton Moot Court Board.

Tami is admitted to practice in all Indiana State Courts, the United States Court of Appeals for the Seventh Circuit and the U.S. District Courts in the Northern and Southern Districts of Indiana, and Illinois. She has also been admitted to defend companies in employment lawsuits in various other state and federal courts across the country.

Education

- University of Evansville (B.S., 1990)
 - Legal Administration

Services & Industries

- Affirmative Action/Government Contractor Compliance
- Benefit Disputes & Litigation
- Construction
- Employment & Benefits in Health Care
- Employment & Independent Contractor Agreements
- Employment Discrimination
- Employment Litigation & Disputes
- Employment Policies & Training
- Higher Education Labor & Employment Services
- Emerging Companies Services
- Government Contracts & Grants
- Health Care
- Higher Education
- Labor & Employment
- Labor Relations & Collective Bargaining

- Indiana University Maurer School of Law (J.D., 1999)

Admissions

- Indiana
- Illinois
- United States District Court - Northern District of Indiana
- United States District Court - Southern District of Indiana
- United States Court of Appeals - Seventh Circuit

Professional Affiliations

- Member, Indianapolis Bar Association
- Member, Indiana State Bar Association
- Member, American Bar Association
- Formerly Member of Council for the Labor and Employment Section, Indianapolis Bar Association (Holding Numerous Offices, Including Chair of the Council in 2008)
- Active Member, Federal Labor Standards Legislation Committee, Labor and Employment Section,

Awards & Honors

- *Legal 500 U.S. City Elite Rankings* in Indianapolis for Labor & Employment, 2026
- *The Best Lawyers in America®*, 2014-2026
- Indiana Super Lawyer, 2012-2018
- *The Who's Who Legal: Labour & Employment*, 2013-2022; Recognized as a Thought Leader and Global Leader, 2020 and 2022

Community Involvement

- President of the Board of Directors, LifeSmart Youth, a non-profit organization providing school-based health education programs
- Former Director, Arts for Learning, the Indiana Affiliate of Young Audiences, a non-profit organization that promotes the arts as an essential part of education

Published In

- What We Know" The Biden Administration's Federal Vaccine Requirements," *Inside Indiana Business*, September 17, 2021
- "Labor Department Rescinds Joint Employer & Independent Contractor Guidance: What it Means For Employers," *Inside Indiana Business*, June 16, 2017
- "BREAKING: Texas Court Blocks DOL Overtime Rule in Surprise Injunction Ruling," *DuPage Daily Herald*, Nov. 23, 2016
- Author "On Returning to Work: 'Are You Sure You're Better?'," *American Bar Association, Section of Labor and Employment Law* Vol. 42, No. 4, Summer 2014
- Chapter Author, "Employment-At-Will: A State by State Survey," *BNA, ABA Section of Labor and Employment Law*, 2011 (and 2014 Cumulative Supplement)
- "An Anonymous Note Leads to the Ledbetter Fair Pay Act," *The Workplace Lawyer*, Vol. 8, Issue 1, Summer 2009

- Quoted, *Indiana Employer*, 4th Quarter 2009, Outlook 2010, David Wellman, Author
- Co-Author, "Affirmative Action Manual for Construction: An Industry Guide to Federal Law Requiring Affirmative Action for Federal and Federally-Assisted Contracts," *AGC of America*
- Contributor, "2005 Survey of Recent Developments in Health Care Law," *Indiana Law Review*, Vol. 39, No. 4, 2006
- Appendix Contributor, "The Family and Medical Leave Act," *American Bar Association Section of Labor and Employment Law*
- Note, "Medicated Mental Impairments Under the ADA: Diagnosing the Problem, Prescribing the Solution," *Indiana Law Journal*
- Co-Authored, Fair Labor Standards Act article, *Indiana Constructor Magazine*
- Authored or Co-Authored Numerous Additional Articles Published in Ice Miller's *Informed Employer Briefing*, Industry Magazines and Legal Publications.

Thought Leadership

February 13, 2026

Quade | Understanding the DOJ's New Rule on Web Accessibility Under ADA Title II
Quade Blog

January 27, 2026

Understanding the DOJ Rule on Web Accessibility (ADA Title II)

March 19, 2025

President Trump Eliminates Increased Minimum Wage for Federal Contractors

February 19, 2025

Update on Implementation of Trump Executive Orders Related to Federal Contracting

January 22, 2025

President Trump's Executive Order on Affirmative Action and DEI Programs

December 14, 2023

Reminder: Paid Leave for All in Illinois Effective Soon

September 6, 2023

There's a New Salary Threshold on the Horizon: Proposed Rule to Increase the Salary for Overtime Exemptions

August 2, 2023

The Supreme Court Ends Race Conscious Admissions: What Higher Education Institutions Should Consider Moving Forward

July 26, 2023

Does the SCOTUS Decision on Race-Conscious College Admissions Impact How Private Employers May Recruit and Hire? Depends on Who You Ask

June 28, 2023

Reminder: Pregnant Workers Fairness Act Became Effective June 27, 2023

June 14, 2023

Beware of Added Restraints on Indiana Physician Noncompete Agreements

May 18, 2023

OFCCP's Updated Form for Voluntary Self-Identification of Disability

April 5, 2023

Annual OFCCP Federal Contractor Compliance Certifications Due by June 29

January 20, 2023

AGC Human Resource & Labor News | New Laws Given Pregnant and Breastfeeding Workers Greater Protections in 2023

Human Resource & Labor News

January 17, 2023

Another Blow to the Federal Contractor Vaccine Mandate

January 10, 2023

Changes in 2023 Related to Pregnant and Breastfeeding Workers

December 27, 2022

Federal Contractor Vaccine Mandate Continues to Crumble

September 2, 2022

***Dobbs v. Jackson Women's Health*: Key Considerations for Employers Webinar Recording**

August 26, 2022

A Medical Condition Is a Medical Condition (and Could Be a Disability), Regardless of Gender Identity

August 9, 2022

Indiana Passes Near-Total Abortion Ban

August 8, 2022

Time to Make a Change . . . to Your Policies in Illinois

August 1, 2022

Update on Indiana's Abortion Bill

June 29, 2022

Reminder: New Sexual Harassment Prevention Requirements for Companies with Employees in Chicago

March 10, 2022

Limitations on COVID-19 Vaccine Mandates in Indiana

January 14, 2022

Supreme Court Lifts Injunctions on CMS Vaccine Mandates

December 20, 2021

UPDATED | Stay Lifted on OSHA's Vax/Test + Mask ETS

IHEN Q4 December 2021 Newsletter

December 8, 2021

UPDATED | Federal Court Issues Nationwide Injunction Against Contractor Vaccine Mandate

November 3, 2021

Additional EEOC Guidance on Navigating Religious Exemption Requests

October 6, 2021

Hit Me with Your Best Shot - Federal Contractor Vaccine Mandates

September 14, 2021

What We Know: The Biden Administration's Federal Vaccination Requirements

IHEN Q3 October 2021 Newsletter

July 12, 2021

Fifty-State Summary of Current Business Limitations

June 11, 2021

UPDATED: OSHA Issues Emergency Temporary Standard for Healthcare Services

IHEN Q2 July 2021 Newsletter

June 1, 2021

EEOC Issues New FAQs on COVID-19 Vaccine Incentives

March 16, 2021

President Biden Signs New COVID Relief into Law

February 18, 2021

Holcomb Signs COVID-19 Civil Liability Immunity into Law

February 2, 2021

Indiana Senate Passes COVID-19 Civil Liability Immunity Bill

January 12, 2021

Indiana Senate Considers COVID-19 Civil Liability Immunity

December 29, 2020

Employment-Related Impacts of the New Federal COVID-19 Relief Legislation

December 22, 2020

EEOC Issues New Guidance Addressing COVID-19 Vaccines for Employers

October 22, 2020

CDC Broadens Definition of "Close Contact" for Purposes of COVID-19 Contact Tracing

October 22, 2020

COVID-19 Employment Litigation Update

Inside Indiana Business

September 15, 2020

Revised (and Clarified) FFCRA Regulations Issued by DOL

IHEN2020 Q3 Newsletter

September 9, 2020

New EEOC Q&As Aim to Help Employers Avoid EEO Litigation during the Pandemic

September 8, 2020

Updated COVID-19 Technical Assistance from the EEOC

August 25, 2020

DOL Provides Guidance for Recording Time of Employees Working Remotely Due to COVID-19 (or for Any Other Reason)

August 12, 2020

Federal District Court Vacates Important Provisions of DOL's Final Rule Interpreting the FFCRA

July 29, 2020

With a Nod to Challenges Posed by COVID-19, DOL Publishes New FMLA Forms and Request for Information

July 27, 2020

Governor Holcomb Issues Statewide Masking Order

July 15, 2020

We've Got You Covered: Five Things Every Employer Needs to Know About Mask Policies

July 8, 2020

Marion County, Indiana Issues Mandatory Public Mask Order Effective July 9, 2020

May 21, 2020

Responding to Employees Refusing to Return to Work

May 5, 2020

Do You Have a Plan (for Returning to Work)?

April 7, 2020

Bankruptcy and Creditors' Rights Issues for Employers Terminating Employees

April 6, 2020

FFCRA Documentation and Record Keeping: What Employers Need to Know

April 4, 2020

How Does Teleworking Work Under the FFCRA?

April 2, 2020

DOL Rolls Out FFCRA Regulations as New Leave Requirements Go Into Effect

March 31, 2020

New Guidance from the DOL on FFCRA Leave, Including Exemptions for Small Businesses and Exclusions for Health Care Providers

March 30, 2020

The U.S. Cybersecurity and Infrastructure Security Agency (CISA) Issues Updated Guidance on Critical Infrastructure Workers

March 27, 2020

UPDATED: New DOL Q&As Help Clarify Unsettled Items in the Families First Coronavirus Response Act

March 25, 2020

As Promised, DOL Publishes Required Posters

March 25, 2020

DOL Issues Guidance on Paid Leaves: Effective Date April 1

March 22, 2020

WARN Act Considerations in COVID-19 Related Layoffs and Furloughs

March 21, 2020

Update on Implementation of Leave Requirements Related to COVID-19

March 20, 2020

UPDATED: The Impact of COVID-19 on Landlord-Resident Relationships

March 19, 2020

UPDATE: The Families First Coronavirus Response Act Is Signed Into Law

March 16, 2020

UPDATED: OSHA Recording Requirements for Work-Related COVID-19 Cases

March 15, 2020

House Passes Families First Coronavirus Response Act

March 2, 2020

Steps to Address Coronavirus in Your Workplace