

# HRA-ECI

DECEMBER 2024

## MONTHLY MEETING

### HOLIDAY LUNCH

Friday, December 13th @ 11:30AM  
Firefly Grill  
1810 Avenue of Mid-America, Effingham, IL

Remember to bring your business card for the annual gift raffle!

To RSVP, send attendee names to [hraeci@yahoo.com](mailto:hraeci@yahoo.com)

## HOLIDAY LUNCH

We will order lunch once we're there, and then will have our annual gift raffle - remember to bring a business card!

On the invite email, we also have our new annual membership form for 2025. Feel free to bring that along with you to the meeting, or reach out if you have any questions.

Happy Holidays from your friends at HRA-ECI!

## QUESTIONS?

If you would like to post a job, ask about membership, share an idea for a speaker, or just pose a question, you can reach out to one of our board members, or email us at [hraeci@yahoo.com](mailto:hraeci@yahoo.com).



### BOARD MEMBERS

Dustha Wahls, President  
Karla Harris, President Elect  
Ashlee Stanfield, VP of Membership  
Candice Fletcher, Treasurer  
Paige Lowe, Secretary  
Alecia Booher, Legislative Officer  
Haley Helton, Past President

## ARTICLES OF INTEREST

### HR STRATEGY

HR Pros Preparing for a full-time RTO may want to hire "RTO officers"

While the RTO conservation has evolved since 2020, next year, HR leaders will continue to bring employees back to the office four, or even five, days a week. Of the 14% of people pros preparing for RTO in 2025, 45% are planning for a five-day return...

### DE&I

Disabled Workers Deal with Unreported Discrimination, Denied Accommodations, Deloitte Survey Finds

Roughly 16% of the global population has a disability, and that percentage is growing as people age and develop more health conditions. Yet workplaces frequently aren't set up for disabled workers to thrive. A new survey finds that while most disabled workers share their diagnosis with at least one person at work, they often face microaggressions and are denied accommodations.

### RECRUIT & RETAIN

The October JOLTS data is a Time Capsule, Capturing Seasonal Upticks amid a Broader Labor Market Cooldown

November was such a whirlwind, October might as well have been 50 years ago at this point. As such, October's job openings and labor turnover survey (JOLTS) from the US Bureau of Labor Statistics feels a bit like a time capsule, as some industries were gearing up for holiday and winter busy seasons, while overall the labor market continued to cool down, possibly in anticipation of next year.

## CONNECT WITH US

