



HRA-ECI

Human Resource Association of East Central Illinois



February 2015

New Illinois Laws in 2015 to Watch for:

1. Ban The Box: This law, taking effect January 1, prohibits private employers with 15 or more employees, as well as all employment agencies, from asking about, requiring disclosure of, or considering an applicant's criminal history, until the employer/employment agency has decided that the applicant is qualified for the job and has notified the applicant of his or her selection for an interview or—if there is no interview—until a conditional job offer is made.

2. Motorists pulled over for a traffic violation or ordinance violation will no longer have to hand over their driver's license as bail. Rather, they will just sign a ticket and promise to pay it or appear in court.

3. The speed limit on toll highways will increase to 70 miles per hour as part of an effort to bring the toll roads to the same limit as downstate interstate highways.

4. The gray wolf, American black bear and cougar will become protected species in Illinois as the animals begin a slow return to the state. The law does make provisions for landowners in the event that the animals are an immediate threat to a person, livestock, domestic animals, or harm to structures or property.

5. Employers are now required to offer 'reasonable accommodations' to workers who are pregnant so that they can continue to do their jobs.

6. A new law bans local law enforcement agencies and the state police from implementing ticket quotas starting in 2015.

7. There is a new law that extends a tuition discount program at Eastern Illinois University through the 2019 academic year. The Panther Promise program allows EIU to offer a tuition discount of up to \$2,500 per year for four years if a 2.0 GPA is maintained. It is targeted toward households earning \$35,000 to \$70,000.

8. Another medical condition was included on the list of ailments that can be treated with medical marijuana, adding epilepsy. The new law also limits its treatment for children to cannabis oil.

9. Employers who pay their employees with payroll cards instead of traditional checks or direct deposit will face new requirements designed to ban fees that often go along with those cards. The law also requires that an employee has unlimited telephone access to obtain account balances at anytime without incurring a fee.

10. In an attempt to keep young people away from e-cigarettes, a new law requires them to be sold from behind a counter from a sealed display case.

11. Amish Illinoisans can apply to get a state identification card without having to pose for a photograph in the new year.

12. It is already illegal for parents to allow underage drinking at their homes. Beginning January 1, lawmakers have added campers, boats and other vehicles to the list of places where a parent could be held liable.

February Meeting

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### Unemployment

John Otey-  
Illinois Department of  
Employment  
Security

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Friday, February 13

11:30AM - 1:00PM
Village Wine & Gifts
109 South Banker
Effingham, IL

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### RSVP

By 4 PM Tuesday,  
February 10th

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EMPLOYER SEMINAR AGENDA

- Welcome and solicitation of audience for "specific items of interest" in the Unemployment Insurance process.
- Addressing the importance of the Employer Pro-test document.
- What constitutes Major and Minor adjudication issues?
- I have received a protest from IDES-what do I do now?
- Open discussion of items and issues brought up by participants.
- Brief description of "No Cost Human Resource Solutions" offered by IDES-handout will be in packet.
- Conclusion



Message From The President

Greetings to all. Terri Bishop and I attended the IL State SHRM Leadership Conference in Tinley Park, IL the end of January. Great information and a very motivational keynote speaker. Our chapter received a check for \$1090.44 as part of the profit sharing for 2014. Also, an incentive plan was announced for all members to go online and take the tutorial for the SHRM certification. For every member that gets their SHRM certification (CP or SCP) in 2015, the Chapter will receive \$20 per member. That's awesome. I took the tutorial and it's easy. Please make sure to go online and go thru the tutorial and receive your SHRM certification. I will also be giving a special prize at our Chapter meetings for anyone that has gone online and taken the tutorial.

SHRM IL shared their Vision Statement with us: The recognized voice influencing Human Resources in Illinois. The Mission Statement: To engage the entire IL Human Resources community with advocacy, leadership and professional development. Strategic Objectives: Explore new revenue sources, Increase Legislative efforts/influence and Increase membership growth and retention.

We are working on getting our upcoming meetings certified for HRCI and SHRM credits.

Please spread the word about our local Chapter and bring a guest to the meeting. I look forward to seeing everyone on Friday, Feb. 13th at the Village Wine Shop in Effingham.

Let's BOOGIE!!!!

Carla Doll



SAVE THE DATE 2014 Chapter Meeting Dates

March 13, 2015

11:30 AM – 1:00 PM

Corporate Headquarters of First National Bank of

Dieterich

Topic- Wellness

Guest Speaker- Kari Thompson, LCPC of the
Wellness Loft in Effingham

April 15, 2015

Express Leadership Simulcast
Effingham Performance Center

Speakers include Dan Akroyd, Liz Murray and
Daymond John

This will be in place of our regular meeting

Upcoming Events

- "Pulling in the Same Direction: Aligning HR and Business Strategy," has been pre-approved for 1 Strategic HRCI credit and is pending for 1 SHRM PDC. The session is scheduled for Tuesday, February 10 @ 1:00pm CT.
<http://www.degarmogroup.com/index.php/webcasts>
- "The Ever-Changing World of Healthcare Reform: Compliance and Advantage in 2015 and Beyond" Thursday, February, 26th, 2015 10:00am-3:00pm Bolingbrook, IL
- Illinois Chamber of Commerce is now taking orders for new 2015 posters in Spanish and English. These posters will reflect the new Pregnancy Accommodations and the 16 major employment law postings required by law for Illinois employers covering both State and Federal requirements. \$49 per set. Email Pam Holleman if you have questions or are interested.
pholleman@ilchamber.com

Interested in getting your SHRM Certificate???

Starting on January 5, 2015 and continuing all calendar year, HR professionals are able to either complete a Pathway to obtain the new SHRM Certification or register for an upcoming exam. Congratulations to those of you that have received your SHRM Certification to date! This is something to be proud of and to include on your credentials and signature lines.

Whether or not you have your SHRM Certification, we realize there may be some questions regarding the new SHRM Certification, so we want to offer you an opportunity to join SHRM Staff on a conference call to learn more. You are invited to participate in one of the following five conference calls, where the new SHRM Certification will be discussed and your questions will be answered. All chapter members are welcome regardless of SHRM membership.

Dial in: 1-888-737-5834

Passcode: 583408

- Tuesday, February 17, 11:00am CT/12:00pm ET
- Tuesday, February 17, 1:00pm CT/2:00pm ET
- Friday, February 20, 11:00am CT/12:00pm ET
- Tuesday, March 3, 10:00am CT/11:00am ET
- Tuesday, March 3, 12:00pm CT/1:00pm ET

HRAECI

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