

**HRA-ECI**

**January 2020**

**Discussion: 2020 Law Changes  
Round Table Discussion**

**JANUARY  
MEETING**

**2020 Law Changes  
Discussion**

**Friday, January 10  
11:30am—1pm  
Mattoon Public  
Library**

**1600 Charleston Ave  
Mattoon, IL 61938**

**Lunch: Don Sol**

**RSVP By 4pm  
Wednesday,  
January 8**

**Don't forget your  
business cards!**

**Discussion Topics**

- Reimbursement for Costs Related to Work
- Nursing Mothers Break Time
- Illinois Minimum Wage Law
- Exempt Employee Salary Increase
- Recreational Marijuana Amendment
- Illinois Human Rights Act Amendments
- Illinois' Victims' Economic and Security Act
- The Workplace Transparency Act
- Illinois Equal Pay Act

## Recreational Marijuana Amendment

On 12/4/19, Governor Pritzker signed legislation amending the Illinois Recreational Marijuana Act. These amendments made some very significant changes for employers. While recreational marijuana will continue to be legal as of 1/1/20, the amendments have made adjustments that make the act more employer-friendly than originally presented. The amendments clarify an employer's ability to continue to conduct pre-employment and random drug tests and take action due to a failed drug screen for marijuana.

Per the amendments, there is no cause of action against an employer for actions "taken pursuant to an employer's reasonable workplace drug policy, including but not limited to subjecting an employee or applicant to reasonable drug and alcohol testing, reasonable and nondiscriminatory random drug testing, and discipline, termination of employment, or withdrawal of a job offer due to a failure of a drug test."

Though this language is certainly employer-friendly, the courts will eventually determine what is considered "reasonable" (a term not defined in the Act itself). Some experts suggest that employers take a close look at an employees' job duties and determine what goals are accomplished by subjecting a particular position to a marijuana screening—for instance, the pre-employment and reasonable suspicion testing of individuals in safety-sensitive positions may be considered more reasonable than the random testing of traditional office employees.

For further information, you can access the full amendment [here](#)

**Have you turned in your 2020 Membership form and dues? Don't forget you can bring the form and dues to the January meeting or mail them to our PO Box!**

# Attention HR Professionals!

## Are you interested in becoming a National SHRM Member?

### There are several benefits to becoming SHRM certified

1. Compliance Resources—Receive alerts on federal, state and local employment laws
2. HR News—Stay on top of critical HR issues through e-newsletters, webcasts and *HR Magazine*
3. SHRM Connect—Build your network and get HR questions answered in SHRM's online members-only community
4. Ask an HR Advisor—Get help with your HR questions via phone, chat or email
5. Templates & Samples—Save time with 1000s of customizable templates, policies, forms and presentations

### Application Process

1. Visit [portal.shrm.org](http://portal.shrm.org)
2. Create a user account. Enter your name as it appears on your unexpired original government-issued ID
3. During an open registration window, select SHRM-CP or SHRM-SCP certification exam
4. Complete the application form with your eligibility, job and demographic information
5. Sign the affirmation statement agreeing to abide by:
  - SHRM Code of Ethics
  - SHRM Privacy Policy
  - Policies and procedures outlined in the SHRM Certification Handbook
6. Submit payment for your exam
7. Upon verification and/or successfully completing an audit, you will receive an Authorization to Test letter via email within 10 business days
8. After receiving your ATT letter, schedule your exam with SHRM's test delivery vendor

For more information visit [www.shrm.org](http://www.shrm.org)

**Welcome our new board members!  
Alecia Booher and Sara Harwood**



Haley Helton, President  
Dustha Wahls, President- Elect  
Candice Fletcher, Vice President of  
Membership

Sara Harwood, Treasurer  
Jennifer Parker, Secretary  
Alecia Booher, Legislative Officer  
Ashlee Stanfield, Past President

**JANUARY 2020**

**Let us know if  
you're interested in  
joining the board!**

**Visit our *HRAECI Website and Facebook!* You can  
view all of our Newsletters, see upcoming events,  
post a job, and much much more!!!**

[http://hraeci.shrm.org/](http://hraeci.shrm.org)

<http://www.facebook.com/hraeci.shrm.org>

If you have any jobs you would like to  
be posted please send them to  
[hraeci@yahoo.com](mailto:hraeci@yahoo.com) or a Board Member

Change your thoughts  
and you change your world.  
Norman Vincent Peale