

HRA-ECI

January 2021

JANUARY
MEETING

Friday, January 22
11:30am-12:30pm
Zoom Meeting

Discussion: HR Roundtable

Open Discussion

Please join us for an open discussion covering a variety of HR topics that are impacting our businesses and employees today. Some topics include:

- ◇ 2021 Labor Law Updates
- ◇ 2021 Handbook
- ◇ Consolidated Appropriations Act, 2021 (FFCRA credit)
- ◇ Bringing employees back to work
- ◇ Ways to maintain mental health and culture during the pandemic
- ◇ Any ideas or issues impacting you today that you want to discuss? Send them to hraeci@yahoo.com before the meeting or mention during the roundtable.

FFCRA Expired...Now What?

On December 31, 2020, the U.S. Department of Labor's Wage and Hour Division released guidance on the protections and relief provided by the FFCRA. This guidance can be found in their Frequently Asked Question (FAQs) section of the FFCRA on their website <http://bit.ly/38X1DJs>.

The guidance states that WHD will maintain enforcement over employers' leave responsibilities while the FFCRA's paid leave requirements (paid sick leave and expanded family and medical leave) were in effect, even after their expiration.

The Consolidated Appropriations Act (CAA), 2021, extended employer tax credits for paid sick leave and expanded family and medical leave voluntarily provided to employees until March 31, 2021. While this extended the leave credit, this does not mean employers have to provide the leave to their employees. The CAA did not extend employees' entitlement to FFCRA beyond December 31, 2020, meaning employers will no longer be legally required to provide such leave.

Key Items to Consider:

- ◇ FFCRA has always provided for a maximum of 2 weeks/80 hours of emergency paid sick leave (EPSL) and a maximum of 12 weeks of emergency paid FMLA (EFML) between April 1, 2020 and March 31, 2021. No more.
- ◇ As of January 1, 2021, FFCRA effectively has become a tax credit statute. Its substantive provisions no longer are enforceable.
- ◇ Need more info? Visit SHRM's website <http://bit.ly/3p1PFEB>
~Source: U.S. Department of Labor

2021 New Year Resolutions

What are you doing in 2021? Here are some top ideas:

- ◇ Manage finances better
 - ◇ Eat healthier
 - ◇ Be more active
 - ◇ Lose weight
- ◇ Improve mental well-being
- ◇ Improve social connections
 - ◇ Learn a new skill
 - ◇ Be more eco-friendly
 - ◇ Travel

2021 Labor Law Posters

Do you have your labor law posters updated for 2021? Visit ilchamber.org to order yours today!

What's New?

- ◇ Illinois Minimum Wage: 01/2021
- ◇ Day and Temporary Labor Service Agencies: 07/2020
 - ◇ VESSA: 07/2020

Have you turned in your 2021 Membership form and dues? Don't forget you can mail them to our PO Box!



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

Sara Harwood, Treasurer
Courtney Mersman, Secretary
Alecia Booher, Legislative Officer
Ashlee Stanfield, Past President

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**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 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 or a Board Member

2021

**"If the plan doesn't work, change the plan, but never the goal."
— Author Unknown**