

HRA-ECI

January 2022

JANUARY
MEETING

Friday, January 14th
11:30am—1:00 pm
WBs Pub-N-Grub
409 7th St.
Charleston, IL 61920

Performance, Training, and Skills

Dr. Lance Hogan and Dr. Luke Steinke from EIU will be joining us to lead a conversation of skills assessment as it ties back to HR and performance.

Dr. Hogan is a graduate of Southeast Missouri State where he obtained his Bachelor of Science in Business and his MBA. After that he obtain his Doctor of Philosophy in Workforce Education and Development. He focuses primarily on talent development and organizational courses in his role.

Dr. Luke Steinke brings over 14 years of experience as an educator, trainer, and consultant focusing on training analysis and design, learning styles and instructor quality. His education background comes from Southern Illinois University where he obtain his PhD in Workforce Education and Development. He also has his Master's in Training, Development, and Performance Improvement, and received his Bachelor of Science from Norther Michigan University in Industrial Technology.

OSHA ETS Standard

Monday, January 10th the OSHA ETS on COVID-19 for employers with 100 or more employees took effect. The Supreme Court was set to hear arguments regarding the OSHA ETS beginning on Friday, January 7th and many thought they might rule on the legality of the OSHA ETS prior to January 10th. The U.S. Supreme Court's silence at this point means covered employers should be prepared to comply.

Source: The National Law Review, Volume XII, Number 13

SHRM had released previous guidance on how to prepare for the ETS in response to the stay of the OSHA ETS being lifted on December 17, 2021.

As a result of the duration of the stay that was eventually lifted, OSHA stated they would not enforce any requirements under the ETS until January 10th. Additionally, the agency will not issue any citations for noncompliance with the standard's testing requirements before February 9th as long as an employer is making a reasonable effort to come to compliance with the standard allowing a little time for employers to figure out their plan.

The full SHRM article with the litigation background and ETS rules can be found here: <https://bit.ly/3FnMgqE>

~Source: SHRM *OSHA's Vaccine--or-Testing Rule is Back, Unless Supreme Court Says Otherwise* by Lisa Nagele-Piazza, J.D., SHRM-SCP

Out-of-State Remote Workers Are Increasing Legal Risks for Employers

As the workforce continues to head toward more remote workers, employers must be careful when operating in new states as with new states come new territory and laws to consider.

Laws to consider are not only labor laws in new states but tax laws as well. Employers may be subject to sales tax, income tax, and in some cases local or city gross receipt taxes.

Labor laws may change how you administer PTO carryover, noncompete agreements, family leave, and many other laws for your remote employees in new states.

Be sure to do your research and consult legal counsel if considering making this arrangement.

~Source: SHRM *Out-of-State Remote Workers Are Increasing Legal Risks for Employers* by Allen Smith, J.D.

Schedule for EEO-1 Reporting Announced

The EEOC has announce its tentative schedule for the 2021 EEO-1 Component 1 data collection. The portal is set to open April 12th with a submission deadline of May 17th.

Businesses with 100 or more employees and some federal contractors with at least 50 employees must submit an annual EEO-1 form. The window for reporting is significantly shorter than previous years and EEOC has not provided a comment to that point.

In the report, the EEOC announce the discontinuation of Type 6 report for multi-establishment employers which allowed employers to only report total number of employees at an establishment with fewer than 50 employees instead of providing a report by location.

Source: SHRM *Schedule for EEO-1 Reporting Announced* by Allen Smith J.D.

Are your Handbooks and Labor Law Posters ready?

The start of a new year is a good time to check your handbook and labor law posters for compliance. There were a few Illinois state law updates that were labor law poster impacting and handbook changes should follow suit. Check with your labor attorney or trusted source to ensure you are compliant in each state that you serve.

Some trusted labor law poster resources are below and some offer automatic poster updates for an ongoing fee.

- ◇ State Chamber (for example the Illinois Chamber)
- ◇ JJ Keller

Minimum Wage Increases

Illinois Minimum wage increased to \$12.00/hr 01/01/2022. Are you compliant?

Governor Pritzker passed a mandate that increases the minimum wage by \$1/hr each year until Illinois reaches \$15/hr January 1, 2025.

Go to <https://bit.ly/3nn0TEs> for the full schedule of rates.



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