

**HRA-ECI**

**January 2023**

JANUARY  
MEETING

Friday, January 13th  
11:30am—1:00 pm  
Lake Land College  
Foundation and  
Alumni Center  
5001 Lake Land Blvd  
Mattoon, IL 61938

SHRM Credit Ap-  
proved!

## What HR Leaders Need in Today's Uncertain Times

HR is often the place employees look for answers to their toughest questions. But where can HR leaders go for support, especially in times of uncertainty? Amid volatile economic reports and volatility of hiring fast or halting all hiring, HR leaders need support. In this session, Anita will delve into how HR leaders can look after themselves and their organizations during challenging times.

Anita Grantham is the presenter of this credit-approved webcast. She is the Head of HR at BambooHR and brings years of experience and award-winning workplaces with her.

## How to Train Young Managers to Supervise Older Employees

As the workforce ages, it is important to teach younger managers how to work effectively with older employees who report to them. Even with the baby boomer population exiting the workforce over the last several years, older workers are returning to the workforce as the pandemic eases, but inflation and the impending recession have also nudged retired workers back into the workforce for income needs or existing workforce to work longer.

According to a Career Builder survey, 4 in 10 employees say they have worked for a younger boss, so this topic is becoming more critical! Think of the managers in your organization and who they supervise. Do you have a similar scenario? This is also something to consider when your young workforce is ambitious and wants to take on leadership roles.

Here are some tips for young managers to keep in mind with their older workforce:

- ⇒ Avoid asking ages—No age discrimination!
- ⇒ Learn how they like to communicate—If using company communication methods (apps, email, IMs, etc.), consider providing training to older employees that may struggle utilizing them.
- ⇒ Find commonality—Foster communication about the things that the manager and employee have in common.
- ⇒ Seek feedback—Older employees likely have a wealth of knowledge and are happy to share it, so just ask.
- ⇒ Offer career growth—About 3 out of 5 Baby Boomers want to learn a new skill set, so put your generational assumptions aside and have a career conversation.
- ⇒ Leverage their experience—Use their knowledge to your advantage.
- ⇒ Meet them one-on-one—Ask about their goals and aspirations.
- ⇒ Focus on the results—Focus on the results and not the approach to achieving the results. (Everyone has a different process)
- ⇒ Earn their trust—Act like their manager, not their buddy.
- ⇒ Give grace—Everyone makes mistakes, so be gracious when your older workers do.

~Source: SHRM *How to Train Young Managers to Supervise Older Employees* by Bruce Horovitz

## 2023 Employee Goals: How Can HR Assist?

The new year is always time for goals both professional and personal. No matter what the goal, your organization can help.

Most employees have professional goals. HR can help with professional goals by learning what they are or empowering managers to have conversations with their staff. Once you know what professional goals your team has, it's easier to facilitate the goals with training, knowledge, and career pathing. In turn, this can lead to increased employee engagement benefiting the organization.

Personal goals may be trickier to learn, but simple ways to accommodate common personal goals may be an open communication environment, flexible work schedule, healthy breakroom options, paid gym membership or stipend, or a wellness program. Start by learning what your employee wishes to accomplish and see how you can help!

## 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.

A few 2023 Illinois law updates to consider:

- ◇ Family Bereavement Leave Act (replaces Child Bereavement Leave Act)
- ◇ Create a Respectful and Open Workplace for Natural Hair (CROWN) Act
- ◇ One Day Rest in Seven Act (amended)

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)
- ◇ Online ordering: JJ Keller, Labor Law Center, Poster Compliance, etc.

## Minimum Wage Increases

Illinois Minimum wage increased to \$13.00/hr 01/01/2023. 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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