



# HRA-ECI

Human Resource Association of East Central Illinois

**SRM**<sup>®</sup> Leading People.  
Leading Organizations.  
SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

January-February 2014

## JANUARY MEETING Health Reform—2014 & Beyond

Our January 10th meeting featured Suzanne Foskett, VP from the Lockton Companies. She spoke on recent and ongoing changes to the PPACA (Patient Protection and Affordable Care Act).

She gave an overview of key components of the act before moving into recent changes and updates.

Sixteen states (including Illinois) and the District of Columbia are currently operating exchanges. Illinois can be accessed now at: [getcoveredillinois.gov/](http://getcoveredillinois.gov/)

A trend found among the exchanges is that there are few carriers in many states, with a heavy reliance upon BCBS. It is also very tough for ex-

changes to verify eligibility for subsidies.

Premium rates on the exchange will vary, with a spread of 3 to 1 based upon age. Premiums will also vary due to geographic location and tobacco use.

Many will find that their coverage is not as generous as their employers' plans.

The Employer Mandate ("play or pay") has been delayed until 2015. She



also reminded us that the employer is only required to offer coverage to the employer and eligible dependent children. It does not require the employer to cover spouses.

She discussed some issues expected for the future, including Tax Code Section 105(h) Non-discrimination Regulations, and also Automatic Enrollment requirements.

She offered information about some strategies that could be used to mitigate employer costs. But she concluded that most employers can continue to offer coverage with minimal cost impact due to "play-or-pay".

A copy of her handout is attached to the email accompanying this newsletter email.

### February Meeting

#### Current Issues in Human Resources

Friday, Feb. 14  
11:30AM - 1:00PM

Pagliacci's  
319 N. Logan,  
Mattoon, IL

RSVP  
By Noon,  
Wednesday, Feb. 12

Pizza and salad buffet luncheon beginning at 11:30 AM.

Small group table discussions will begin at 12:00 noon.

Three rounds with 3 different topics for discussion

Don't miss the opportunity to get to know your fellow members and develop business relationships.

Bring plenty of business cards to share!



### New Website to Promote Manufacturing Career Awareness

The **eci Super Region Coalition** has launched [www.CatchYourCareer.com](http://www.CatchYourCareer.com) to help students and parents discover career opportunities in manufacturing and industrial trades.

The site offers a user-friendly directory for students and parents to find area training programs that fit particular industries and to gain the skills needed to enter a manufacturing or industrial trade career.

It is also an online resource portal that offers extensive tools and resources for educators and community leaders collaborating to raise community awareness and working to develop business-education partnerships for student internship opportunities.

The **eci Super Region Coalition** is dedicated to developing a trained industrial workforce and better preparing both young people and those already in the workforce with the skill sets needed for today's manufacturing jobs.

For more information on the **eci Super Region** visit [www.CatchYourCareer.com](http://www.CatchYourCareer.com) or call the ECIDC office at (217) 540-3517.

## Firearm Concealed Carry Act

**Executive Summary:** Illinois employers beware, if you want to prohibit the carrying of concealed firearms on your property, you must post a sign stating that the carrying of firearms is prohibited, according to a law that became effective earlier this year. The signage must contain specific language, and even then, employers should know it has some limitations.



**Signage Rules:** The sign must be conspicuously posted at the entrance of the building, premises or real property, use a uniform design established by the Department of State Police, and be 4 inches by 6 inches in size.

**Limitations:** The FCCA prohibits an employer from banning firearms in private vehicles brought into their parking lots, despite a sign prohibiting the same. The law provides that, even on property with a properly posted sign, a licensee "shall be permitted to carry a concealed firearm on or about his or her person within a vehicle into the parking area and may store a firearm or ammunition concealed in a case **within** a locked vehicle or locked container out of plain view within the vehicle in the parking area." The licensee is supposed to ensure that the concealed firearm is unloaded prior to exiting the vehicle. A firearm may also be carried near a vehicle for the purpose of storing or retrieving the firearm from the vehicle's trunk.

**Employers' Bottom Line:** While there may be unusual situations where having a firearm on work premises could avoid a catastrophic event, generally prohibiting employees from possessing firearms in the workplace is the best alternative for private employers from a risk management/employee safety perspective

*Excerpted from an Alert by Karen E. Milner, an attorney with the Lowenbaum Partnership, L.L.C.*



### SAVE THE DATE 2014 Chapter Meeting Dates

March 14, 2014

April 16, 2014

Refresh Leadership Conference

May 9, 2014

*Do you have an item of interest to our members?*  
If you know if something we should make available to our membership, please submit your items to [hraeci@yahoo.com](mailto:hraeci@yahoo.com) for inclusion in our next newsletter.

## Illinois' Medical Marijuana Law



On August 1, 2013, Governor Pat Quinn signed the Compassionate Use of Medical Cannabis Pilot Program Act (the Act). The Act permits individuals who are suffering from certain debilitating medical conditions to use prescribed medical marijuana to alleviate symptoms.

Under the Act, Illinois employers are prohibited from discriminating against or penalizing a person based solely on his or her status as a patient qualified and registered to receive medical marijuana. Employers should not discipline or terminate employees solely because of their use of medical marijuana or their status as a registered user. Illinois employers should not refuse to hire an applicant because he or she is a registered user under the Act. Doing so could violate the Act and also violate disability discrimination statutes given the fact that most registered users will likely have a disability.

Employers will still have the flexibility to enforce their workplace policies. The Act also permits employers to discriminate against or penalize registered users if failing to do so would put the employer in violation of federal law or cause it to lose a monetary or licensing-related benefit under federal law.

Businesses with federal contracts with the Department of Transportation, for example, must comply with drug-testing regulations under federal law that prohibit contractors' employees from using marijuana. Thus, such businesses would likely maintain and enforce a drug-free workplace policy without violating the state medical marijuana law.

*Excerpted from an update by Edward C. Jepsen, Cara J. Ottenweller, and Andrew Oppenheimer at Vedder Price.*



## Thinking about PHR/ SPHR certification?

Spring testing dates are coming up soon!  
And the HRA-ECI still has one set of study materials for purchase at a discounted rate.

Email [hraeci@yahoo.com](mailto:hraeci@yahoo.com) if you are interested in purchasing.

Test Dates: May 1, 2014 – June 30, 2014  
Early Bird Registration – January 29, 2014 – March 6, 2014  
Late Registration – March 27, 2014 – April 30, 2014

## HRAECI 2014 Board of Directors



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