

HRA-ECI

March 2021

March
MEETING

Friday, March 12th
11:30am—12:30 pm
Zoom Meeting

Obtain HRCI and
SHRM credits for
attending!

Discussion: Veteran Employment Assistance

Speaker: Richard “3er” Motch

Richard “3er” Motch has been a Veterans Employment Representative for the Illinois Department of Employment Security since 2010. Richard assists veterans to achieve a quality of life after serving.

Richard served in the United States Marine Corps from May 1996 to February 2004. He invaded Iraq in 2003 with the 1st Marine Division as part of the OIF-OEF.

Richard is the proud father of five children and one granddaughter. In his spare time, he enjoys racing quads with his kids. Recently, he was the 2020 Extreme XC Sport 400 Quad Champion.

Diversity Equity and Inclusion is Becoming More and More Important. Are you ready?

Diversity, equity, and inclusion is expected to be a hot topic. Many organizations just go through the motions as found by a recent study. <http://bit.ly/2N1y3KI>

5 Essential Factors: Core Organizational DE&I Practices

- Listen and Act
- Strengthen HR Capabilities in All Roles
- Engage Senior Leadership Commitment
- Set Goals and Measure
- Create Accountability for Results

~Source: SHRM *Report: Most Companies are "Going Through the Motions" of DE&I* by Kathy Gurchiek

Senate Passes \$1.9 Trillion COVID-19 Economic Relief Bill

What's in the bill?

- **Extended Unemployment Benefits:** The Senate approved an extension of the supplemental \$300 unemployment payments that were set to expire March 14th. This has been extended through September 6th.
- **\$15 Federal Minimum Wage Removed:** The Senate removed the Federal minimum wage hike from the bill that the House proposed.
- **Employers may be eligible for a Second PPP Loan** while meeting certain qualifications.

So, what happens next? The Senate-revised bill goes back to the House for approval. If approved, it goes to the President. Stay tuned for more information on a finalized bill.

For the full article, go here <https://bit.ly/2OEYgiA>

~Source: SHRM-*Senate Passes \$1.9 Trillion COVID-19 Economic Relief Bill* by Lisa Nagele-Piazza

March is National Nutrition Month

What can you do to boost your nutrition?

- ◇ Keep daily calorie intake to a reasonable amount that fits your goals (i.e. to lose, gain, or maintain weight).
- ◇ Enjoy your food, but eat less and take your time eating.
- ◇ Eat more of the following foods:
 - ⇒ Fruits and vegetables: Dedicate half your plate to this
 - ⇒ Whole grains: Try to keep half or all your daily grains to whole grains
 - ⇒ Protein: Keep proteins lean
- ◇ Reduce sodium intake
- ◇ Cut back on less healthy foods (i.e. saturated and solid trans fat)
- ◇ Rethink your drink: Drink lots of water and cut back on sugary beverages

~Source: LMH Health, “10 Small Ways to Improve your Nutrition”

FLSA Exemption

Are your employees classified correctly?

It's never a bad idea to ensure your employees are classified appropriately considering the FLSA and overtime exemptions. Keep in mind job titles mean nothing for this and an employee's duties must be evaluated. The below sample exemption test is a good place to start.

- ◇ <http://bit.ly/3chU3cT>—SHRM



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JANUARY 2021

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