

HRA-ECI

May 2021

May
MEETING

Friday, May 14th
11:30am—12:30 pm
Zoom Meeting

Discussion: Lake Land College and the WIOA

Speaker: Jamie Corda Hadjaoui

Please join us in hearing Jamie speak about Lake Land College's newly appointed Director of Workforce Investment to listed to her experience and what she can assist employers with regarding the Workforce Innovation and Opportunity Act.

Jamie has spent more than a decade in training and supervisory roles and has experienced firsthand how vital it is to help job seekers access employment, education and training in the labor market, as well as matching employers with the skilled workers they need to compete in the global economy.

She will speak to WIOA which provides activities that increase employment, retention, earnings, and skills in the American workforce.

Trendy Job Titles: Are they Staying?

The changing times and workforce are making companies rethink job titles. More creative job titles are emerging every day and the pandemic has only lent to this further.

HR is typically at the forefront of this and even HR has seen evolving job titles throughout time such as Chief People Officer, Chief Employee Experience Officer, or Chief Happiness Officer. It is important to stay with the times while considering long-term goals.

There are advantages to having a trend-driven job title and one of those are to attract Gen Z and Millennial talent. However, trending job titles should also have a purpose and be strategic.

Examples of creative and trendy job titles have been Chief Remote Officer to handle working from home initiatives, Social Media Bouncer to handle complaints and bashes on company social media sites, as well as Chief Tik Tok Officer that was stated as a short-term role focusing on the social media platform for Nerf.

What are your goals for job title and talent attraction? Does this seem like a fit for your organization?

~Source: SHRM *Are Trendy Job Titles Here to Stay?* By Katie Navarra

COBRA Subsidy Special Election Notice

President Joe Biden signed the American Rescue Plan Act into law on March 11th. This plan states that the federal government will pay 100 percent of COBRA insurance premiums for eligible employees who lost their jobs or had a reduction in hours due to the pandemic. This also covers COBRA for relatives and is available through September 2021.

Talk to your insurance brokers and see if your plan and anyone that has separated from employment for qualifying reasons are eligible. Updated COBRA notices are due before May 31st.

~Source: SHRM-APRA: *COBRA Subsidy Special Election Notice (due by 5/31)*

May is Mental Health Month

2020 was a tough year and we are still dealing with the impacts in 2021. Mental health is becoming a more relevant topic each day and the pandemic has only highlighted the need for a deeper understanding and acceptance of mental health conversation and resources that employers can provide.

Employers can play a large part in assisting their employees through these tough times and mental health. Below are some tips that you can follow being in HR.

- ◇ Talk about your EAP and make it widely available to be utilized by your employees.
- ◇ Create a healthy workplace by limiting work overload, allowing employees to take needed breaks, and avoid long working hours.
- ◇ Make mental health an acceptable and welcome conversation. Reducing the “stigma” around mental health can lead to a more accepting and open workplace.

Get Ready to Submit EEO-1 Data

EEO-1 Data collection was delayed due to the pandemic in 2020, but the EEOC has not forgotten about it! The EEOC has officially opened up the data collection for 2019 and 2020 for employers. You have until July 19, 2021 to submit data for both years.

Do you need to file? Typically businesses with 100 or more employees or some federal contractors with at least 50 employees must submit an EEO-1 form.

*~SHRM Employers Should Start Preparing Their EEO-1 Reports
Now by Lisa Nagele-Piazza, J.D. SHRM-CP*



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MAY 2021

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joining the board!**

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