

# HRA-ECI

Human Resource Association of East Central Illinois



April/May 2014

## HRA-ECI Receives Distinguished Award

Thanks to the hard work of all our members, and especially to our 2013 chapter president, Charlene Athey, we are please to announce that the Society for Human Resource Management (SHRM) has awarded the Human Resource Association of East Central Illinois the EXCEL Gold Award for 2013.



The award is part of the SHRM Affiliate Program for Excellence, which aligns individual chapters with SHRM. The award recognizes a chapter's accomplishments and strategic activities and initiatives that promote the human resources profession at the local level.

"This recognition is a distinct indication of the chapter's successful partnership with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession" said J. Robert Carr, senior vice president, membership, marketing & external affairs for SHRM.

The HRA-ECI will be recognized in SHRM publications and at SHRM conferences. As an Excel winner, it receives a certificate of recognition and a special banner to display at its meetings and events.

Founded in 1948, the Society for Human Resource Management (SHRM) is the world's largest HR membership organization devoted to human resource management. Representing more than 275,000 members in over 160 countries, the Society is the leading provider of resources to serve the needs of HR professionals and advance the professional practice of human resource management.

## HRA-ECI Earns Membership Superstar Status

On behalf of the Society for Human Resource Management (SHRM), I want to congratulate your chapter for its achievement of attaining Membership Superstar status for 2013!



Although our economy continues to be challenging, your chapter was able to overcome these challenges and positively advance SHRM membership in 2013.

Many chapters experienced declining membership during the year, so your chapter's ability to maintain or realize growth is to be highly commended.

Congratulations again on this achievement! Keep up the great work, and thanks for all you do!

All the best!

Elissa O'Brien, SPHR  
Vice President, Membership

### May Meeting

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### Student Interns through EIU's School of Business

Melody Wollan, PhD,  
Associate Professor of  
Management,  
Coordinator of Graduate  
Business Studies

Renee Stroud,  
Admissions & Internship  
Coordinator

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### Friday, May 9

11:30AM - 1:00PM

Eastern Illinois University

Charleston, IL

Room 1120

Lumpkin Hall

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### RSVP

By 4 PM

Tuesday, May 6

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Find out how you can create and develop a valuable internship experience for both you and a promising EIU student.

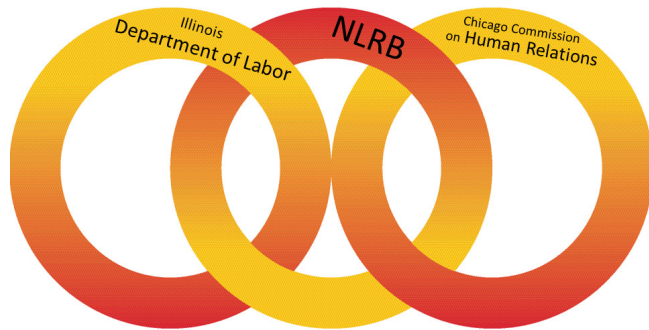


## Do NLRB Collaborations Create A Dangerous Intersection For Employers?

On April 21, 2014, the Chicago Regional Office of the [National Labor Relations Board \(NLRB\)](#) announced that it was strengthening its collaboration with two regulatory entities, the Chicago Commission on Human Relations and the Illinois Department of Labor. Indeed, the two agencies have entered into separate Memorandum of Understandings (MOU) with the NLRB's Chicago Regional Office.

Basically, each MOU provides that if one agency identifies during interviewing or case processing that the alleged conduct falls within the jurisdiction of the other agency, the former agency will, with the charging party's consent, refer the charge to that other agency. The agencies agreed to provide cross-training in order to pursue their goals outlined in the MOU.

### A Dangerous Intersection for Employers?



This development has possible implications for all employers across the nation. Previously, employers who received a charge with any one of these agencies were not overly concerned with whether they would be investigated for a violation of the National Labor Relations Act (NLRA). Now, given that the Board is broadly interpreting the NLRA, there is a high possibility that any charge will most likely involve a potential unfair labor practice inquiry.

To illustrate, the Board has recently taken a very aggressive position against policies that were once commonplace in the workplace, such as no gossip or prohibitions against "negative comments" and "negativity." Most state agencies that handle state and federal discrimination charges review employee policies and handbooks as a matter of course. Here, if the Chicago Commission on Human Relations finds any of these policies, it may very well refer the matter to the NLRB.

It is unclear whether any other regions have considered entering into similar arrangements with their local regulatory agencies. However, should this collaboration be successful, it would be no surprise if the NLRB sought to further expand its watchful gaze.

**Jasmin M. Rojas, JD**, Legal Editor for BLR's human resources and employment law publications.

## HRAECI 2014 Board of Directors



Debbie Brown, President  
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of Membership  
April Nance, Treasurer  
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Diane Rieck, Legislative Officer  
Charlene Athey, Past President



### HRA-ECI Social Media Happenings

**WANTED:** Creative, media savvy person to manage the online presence for the HRA-ECI via Face Book and Linked In. Contact any board member for more information.



A Face Book page for HRA-ECI is now in the works. You will hear more in the near future as we develop this additional method of communicating with chapter members and the HR community at large.



Also coming soon: HRA-ECI on Linked In, the world's largest professional network. We will send you information so you can join us in using this powerful networking

### Upcoming Conferences

#### 2014 SHRM Annual Conference & Exposition June 22-25, 2014

Orange County Convention Center  
9990 International Drive  
Orlando, Florida 32819

#### 15th Annual Illinois HR Conference & Exposition August 4-5, 2014

Drury Inn  
100 Drury Lane  
Oakbrook Terrace, Illinois

*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.

