

**HRA-ECI**

**November 2020**

NOVEMBER  
MEETING

Friday, November 13  
11:30am—12:30pm  
Zoom Meeting

Discussion:  
All Things Marketing!

Speaker: Astrid Reyes



Astrid Reyes has 7+ years of marketing experience. She currently manages the marketing at EJ Water Cooperative, owns Astrid Johana Photography, and does freelance marketing consulting service for a wide variety of businesses in different industries. She previously managed the marketing for 20+ locations at Innovative Staff Solutions, where she focused on both branding for the company as well as marketing strategy for recruiting workforce.

## U.S. Adds 638,000 Jobs; Unemployment Rate Drops

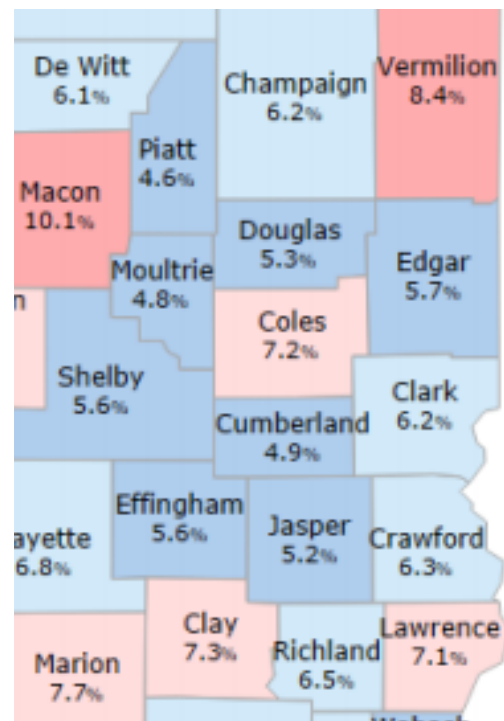
In October the U.S. payrolls rose by 638,000 jobs with the unemployment rate falling to 6.9% from 7.9%. The Bureau of Labor Statistics believes most of that is due to employees returning from temporary layoffs.

A little over half of the 22 million employees that were furloughed or laid off due to the pandemic in March and April have been re-hired. While the job gains were higher than expected, this is still the smallest monthly gain since May.

The number of people citing permanent job loss is at 3.7 million in October.

More than 21 million people are receiving some form of unemployment benefits, according to the Department of Labor's weekly jobless claims report. A growing number of workers have exhausted their state unemployment benefits and have signed up for alternative federal emergency programs due to expire at the end of the year.

Here is a look at Central Illinois Unemployment Rates as of September 2020



## How a New Administration May Impact HR

Over the last four years there have been many federal regulations revised and overturned that caused employee handbooks and company policies to be updated and rewritten on a frequent basis. So with a new administration coming, what federal regulation will be changed back? Below is an overview of what many analysts, according to SHRM, believe could change.

Health Care Insurance

Paid Leave

Labor Relations

Workplace Immigration

Retirement Plans

Minimum Wage

Marijuana Legalization

LGBTQ Rights

To read further about these possible changes click [here](#)

Are you interested in joining the HRAECI SHRM Board?  
The Secretary position will be available in 2021. If you are interested in joining the board, please contact a board member!



Haley Helton, President  
Dustha Wahls, President- Elect  
Candice Fletcher, Vice President of  
Membership

Sara Harwood, Treasurer  
Jennifer Parker, Secretary  
Alecia Booher, Legislative Officer  
Ashlee Stanfield, Past President

**NOVEMBER 2020**

**Let us know if  
you're interested in  
joining the board!**



**Visit our HRAECI Website and Facebook! You can  
view all of our Newsletters, see upcoming events,  
post a job, and much much more!!!**

<http://hraeci.shrm.org/>

<http://www.facebook.com/hraeci.shrm.org>

If you have any jobs you would like to  
be posted please send them to  
hraeci@yahoo.com or a Board Member

