

**HRA-ECI**

**October 2020**

**OCTOBER  
MEETING**

**Friday, October 16  
11:30am—12:30pm  
Zoom Meeting**

## **Discussion: Legislation Update with a Q&A Session**

### **Speaker: Representative Blaine Wilhour**

Blaine Wilhour was born and raised in rural Altamont, Illinois on the family farm where they raised hogs. Today they are corn and soybean farmers in Fayette, Effingham and Shelby Counties. Blaine is a graduate of St. Elmo High School.

In 1999, during his junior year in high school, Blaine enlisted in the Illinois Army National Guard. He served in the Illinois Guard from 1999-2005 as an Intelligence Analyst. In 2002, he deployed to Europe in support of Operation Enduring Freedom.

During his time in the National Guard, Blaine, along with his father and four brothers started a post-frame construction company in Effingham County where today he serves as a managing partner. Blaine is a former member of the Fayette County Board elected in 2006 where he served one term.

Blaine and his wife Amber are active partners on the family farm where they are raising their three sons."

# 5 Ways to Stop a Valued Employee from Quitting

When a valued employee quits it can have a large impact on the company from lost revenue to lower morale with remaining employees. As an HR professional, you watch for signs that could indicate an employee is dissatisfied. Here are five steps to take that may deter a high-performing employee from quitting.

## 1. Talk It Out

If you start to notice an employee showing up late, taking calls outdoors or leaving work at unexpected times you might want to approach the employee directly to see what is going on. Never assume they are quitting but see if there is a personal issue or open the conversation up to learn to learn if there is an issue at work that could be solved.

## 2. Show Appreciation

Everyone needs to feel valued according to Stephanie Crowe, Head of Global Learning at Ingenico Group in Atlanta. Crowe recommended that employers thank employees regularly for their effort and commitment. Praise them when they do a good job and get to know more about their passions and interests and how those can connect to the company's purpose.

## 3. Offer Support

Employees may want to quit because they feel unsupported. They might take on more work than others, not have the proper tools to complete tasks or feel like management doesn't care about their well-being. When you value employees, you also value their time and energy, so ask them what support you could provide to make their jobs easier and more rewarding according to Crowe.

## 4. Put Career Goals in Reach

Many employees are interested in advancing at their company, but they also want to advance their skills and level of expertise. Advocating for employees' career growth could prevent them from leaving according to Crowe. Find and connect employees with sponsors and mentors throughout the organization that can help employees grow their networks and find new opportunities to learn.

To read more click [here](#)

## Pandemic Causing Many to Lose Employer-Sponsored Health Coverage

The pandemic has caused many small businesses to stop paying health insurance premiums to insurers, leaving their employees without group health care coverage. With premiums expected to trend slightly higher in 2021 more employees could find themselves without health insurance.

While estimates vary, a recent Urban Institute analysis of census data says at least 3 million Americans have already lost job-related coverage. A separate analysis from Avalere Health predicts some 12 million will lose it by the end of this year. Both of these studies highlight the disproportionate effect on Black and Hispanic workers. Stan Dorn, the director of the National Center for Coverage Innovation at Families USA believes we are on track to have the largest coverage losses in history.

Small businesses, defined as those employing under 500 employees are under extreme pressure to cut costs. In spite of across-the-board cost-cutting, a survey of small US businesses in late June found only 5 percent had resorted to cutting health insurance benefits for their employees. Nearly one-third of survey respondents indicated they were not sure they could keep up with premium payments beyond August 15.

Researcher found that businesses that received Paycheck Protection Program (PPP) funds were must less likely to drop coverage than firms that did not receive the coverage.

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should look back,  
is to see how far  
you’ve come.”**

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