

HRA-ECI

Human Resource Association of East Central Illinois



October 2014

HRA-ECI Board – Call for Officers

The HRA-ECI is pleased to announce the call for members to participate as officers and board members for the upcoming year. There are 3 positions open for 2015: President-Elect, Secretary and Treasurer.

Participating on the Board of Directors enables you to lend your leadership and vision to the HRA-ECI chapter and to contribute to defining its path forward. Benefits of board membership include HRCI recertification credits each year you are on the local chapter board.

The board meets quarterly in the evening over a nice meal as we work to organize chapter meetings, track progress toward SHRM goals, and address any other chapter business as needed. We also communicate by email, and have an occasional telephone conference, but these positions do not require a significant amount of time each month.

If you are interested in serving, please contact Debbie Brown, Carla Doll, or any other current board member. Officers will be confirmed by a chapter vote. If several members are interested in the same position, a chapter vote will determine the board member.

Don't miss out on this opportunity to serve the local chapter and the HR community!

October Speaker: Susan E. Nicholas



Susan E. Nicholas focuses her practice on serving employers, educational entities and other public bodies in all aspects of labor and employment law and general student matters. She has also been a Macon County Teen Court Moderator since 2005.

Prior to joining Robbins Schwartz, Susan practiced in a variety of areas including family law, criminal defense, estate planning, and civil litigation. Susan is also a former Assistant State's Attorney in the Macon County State's Attorney Office.

Recent Publications

- Contributing author, "[Employment Discrimination](#)," *ILLINOIS SCHOOL LAW*, IICLE (2010 and 2012)

Recent Presentations

- *Teacher Reduction-in-Force (RIF) and Evaluations: Implementing PERA and Senate Bill 7 and Minimizing Teacher or Union Challenges*, WIU/IASA Law Conference, Moline, IL (March 2013)
- *Sage Rules for a Spicy Subject: Schools and Social Media*, 2011 Joint Annual IASB/IASA/IASBO Conference, Chicago, Illinois (November 2011)
- *District Website Postings: What's Required? What's Recommended?*, IASB/IASBO/IASA Annual Conference, Chicago, IL (November 2010)
- *Creating Safety Plans in Public Schools*, Chicago Bar Association, Chicago, IL (June 2010)

October Meeting

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New Legislation  
That Affects Illinois  
Employers

*(HRCI credits pending)*

- New pregnancy discrimination legislation
- "Ban the Box"
- Other new and/or changing legislation

Learn how the laws were moved through the legislative processes, forms that must be changed, processes that must be implemented, adverse action letters required, and other important consequences of these latest regulations.

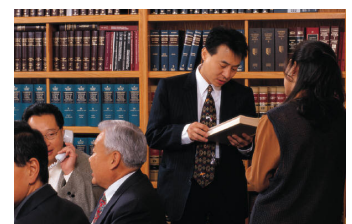
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Susan Nicholas,
Attorney with
Robbins Schwartz

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**Friday, October 10**  
11:30AM - 1:00PM  
YMCA  
Mattoon, IL

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RSVP
By 4 PM
Tuesday Oct. 7

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*Lunch by Bidwell's:*

- *chicken fajita wraps*
- *tomato soup*
- *salad*
- *chocolate covered strawberries*





## September 2014 Meeting Notes

We were excited to have Cathy Plouzek, the Director of Illinois State Council SHRM as our guest speaker at the September 12<sup>th</sup> monthly chapter meeting.

Cathy traveled to Mattoon from Peoria and spent several minutes taking questions and discussing the new SHRM Certification, as well as the ongoing HRCI Certification that will continue with the PHR and SPHR certification.

If you hold the PHR or SPHR certification by year end, you will be eligible to do an online tutorial through SHRM in 2015 and receive their new certification for three years.

You will need to submit information about your current certification and agree that you are a member in good standing.

You can find much more information on both certifications from [hrci.org](http://hrci.org) and [shrm.org](http://shrm.org) where there are entire sections devoted to this topic.

Cathy then presented "Strategic Advocacy - You Have The Power!". She discussed the importance of developing relationships with your representatives and giving your opinions on issues that will affect you and/or your company as soon as the issues are being discussed.

She said your input goes further if you are able to give an opinion while a topic is still in committee, instead of waiting until a vote is about to happen. She said by the time something is ready for a vote, your representative may already have made a decision on how will vote, but it is never too late to voice your concerns.

Cathy also showed the various steps an issue must go through before it is passed and becomes law or regulation.

*The September presentation was approved through HRCI for 1 Hour Business Credit (formerly Strategic Credit).*

*On 9/22/14, Chapter President Debbie Brown emailed certificates to all in attendance at the September 12<sup>th</sup> meeting.*

*If you were in attendance and did not receive your recertification credit as needed, please contact Debbie directly*

## LINKS TO TOP ARTICLES FROM SHRM

### [SEC's \\$30M Whistle-Blower Award Largest Ever](#)

A whistle-blower award by the Securities and Exchange Commission (SEC) of \$30 million isn't just the largest award the SEC has ever made, it's more than double its largest previous award and almost twice the total of all of its awards to this point.

### [Pregnant Employees Can Be Accommodated Numerous Ways](#)

Not every woman who is pregnant will wind up needing a reasonable accommodation. But some will, and many different types of accommodations are available so expectant employees don't feel like they have to choose between

### [States Require Employers to Accommodate Pregnancy](#)

A new law in Delaware requires employers to accommodate pregnant workers. Since 2013, similar measures have been enacted in Illinois, Maryland, Minnesota, New Jersey and West Virginia, as well as in New York City, Philadelphia and Providence, R.I.

## **GLOBAL WORKPLACE LAW**

### [U.S. Proceeds with Labor Enforcement Case Against Guatemala](#)

## **MORE LEGAL NEWS**

### [NLRB: CNN Violated the NLRA](#)

### [SHRM: EEOC Conciliation Efforts Must Be Subject to Judicial Review](#)

### [Employer May Require Psychological Examinations](#)

### [Court Untangles Health Benefit Promises for Hoover, Maytag and Whirlpool Retirees](#)

### [Marriott's Maid-Tipping Campaign Raises Wage Questions](#)

### [Midlevel Chefs Aren't Exempt](#)

*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.



# HUMAN RESOURCE ASSOCIATION OF EAST CENTAL ILLINOIS (HRA-ECI)

[www.hraeci.org](http://www.hraeci.org) (local chapter)

[www.ilshrm.org](http://www.ilshrm.org) (state organization)

[www.shrm.org](http://www.shrm.org) (national organization)

If you are a SHRM Member, don't forget to take advantage of "Ask An HR Advisor" for quick, efficient responses to your HR related questions.

Emails to: [hraeci@yahoo.com](mailto:hraeci@yahoo.com) (Goes to Chapter Secretary)

Your HRAECI Board is also available to assist you with your HR questions.

## Chapter President:

### Debbie Brown, PHR

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## President-Elect:

### Carla Doll, PHR

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## Vice President Of Membership:

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## Legislative Officer:

### Diane L. Rieck, PHR

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## Treasurer:

### April Nance

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## Secretary:

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## Past President:

### Charlene Athey

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