

HRA-ECI

SEPTEMBER 2024

MONTHLY MEETING

Friday, Sept. 13th @ 11:30AM
Lake Land College Mattoon Campus
Foundation & Alumni Center
Room 101

Lunch will be pizza and salad
from Villa Pizza.

Remember to bring your business card to
enter to win a door prize!

To RSVP, send attendee names to
hraeci@yahoo.com

SAFETY IN THE WORKPLACE BY TODD SHORT

Todd Short is a 25 year law enforcement veteran. He has served as Deputy Chief for University of Illinois Police Department and most recently at Lake Land College. Todd has also served as adjunct faculty at LSA and travels monthly and instructs on topics related to emergency preparedness.

SHRM credit approved

QUESTIONS?

If you would like to post a job, ask about membership, share an idea for a speaker, or just pose a question, you can reach out to one of our board members, or email us at hraeci@yahoo.com.



BOARD MEMBERS

Karla Harris, President
TBD, President Elect
Ashlee Stanfield, VP of Membership
Liz Timmons, Treasurer
Paige Lowe, Secretary
TBD, Legislative Officer
Dustha Wahls, Past President

ARTICLES OF INTEREST

LEGISLATION

Legislative lowdown: NLRB will no longer accept consent orders for unfair labor practices

Settling ULPs unilaterally "fails to serve the goals of the National Labor Relations Act because it does not facilitate a truly mutual resolution of labor disputes," the NLRB wrote in a statement.

COMPLIANCE

How HR can and can't respond to employees' unionization efforts

While union participation reached a record-low of 10% last year, according to the Bureau of Labor Statistics, strike activity was on the rise, with workers leading 33 major work stoppages, a 24-year high. HR pros can play a strategic role in helping management navigate unionization efforts, and to best guide them, HR needs to understand what they legally can and cannot do.

RECRUITMENT & RETENTION

Boomerang employees could be the secret to recruiting high-quality talent in a cooling labor market

What do you call a boomerang that doesn't come back? A bad recruiting strategy. That's if we're talking about "boomerang employees," or US workers who return to a former employer. Boomeranging became a workplace trend in 2022 and 2023, as some workers said they regretted job-hopping during the Great Resignation.

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