

HRA-ECI

Human Resource Association of East Central Illinois

September, 2017

SEPTEMBER MEETING

**Speaker: Clay Dean,
First-Mid Insurance
Group**

**Topic: Insurance
Company's
Perspective on HR
Related Issues**

**Friday, September
8th, 2017**

11:30AM- 1:00PM

**First-Mid Illinois
Bank & Trust**

**Masonic Building
1421 Charleston
Ave, Mattoon**

**Parking across the
street, enter in the
East side entrance.**

**Don Sol will be
served for Lunch**

**RSVP By 4pm
Wednesday,
September 6th**

Clay Dean: First Mid Insurance Group

Clay Dean is a seasoned bank executive with experience in Deposits (Pricing and Products/delivery channels), Treasury Management, Investments, ALM, Retail Banking, Marketing, Lending, ERM, and overall management of various business lines including Insurance.

He will be using his time to cover an array of topics that affect human resources from an insurance and risk management perspective. There will be a general overview of topics such as; healthcare and Benefits, ACA and off-ramping Medicare Eligible employees, Personally Identifiable Information Protection and Cyber Security/Data Breach, updates on Workers comp Reform and Legislation, and Discrimination and Harassment legal Defense Claims.

Please come prepared with any questions you would like answered!



Upcoming Conferences & Seminars

**2017 ILSHRM Conference: September 25th &
26th, Oakbrook Terrace, IL**

<http://2017.ilshrm.org/>

**OSHA Update Seminar: September 21st,
Glen Ellyn, IL**

Reach out to Pam Holleman for more information, pholleman@ilchamber.org

Employee Sick Leave Act FAQ from the Illinois Department of Labor

What is the Employee Sick Leave Act?

The Employee Sick Leave Act is a State law requiring employers to allow employees to use at least a portion of the sick leave time that is already available to them, under certain existing employer policies, to care for certain relatives. The Act requires employers to allow employees to use such time “for absences due to an illness, injury, or medical appointment of the employee’s child, spouse, [domestic partner], sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent, for reasonable periods of time as the employee’s attendance may be necessary, on the same terms upon which the employee is able to use sick leave benefits for the employee’s own illness or injury.”



What type of sick leave benefits does the Act require employers to allow employees to use to care for a relative?

The Act defines “personal sick leave benefits” as “time accrued and available to an employee to be used as a result of absence from work due to personal illness, injury, or medical appointment,” but specifies that that term “does not include absences from work for which compensation is provided through an employer’s plan.”

How much personal sick leave time may an employee use to care for a relative?



An employer may limit the use of sick time to care for a relative as described in the Act “to an amount not less than the personal sick leave that would be accrued during 6 months at the employee’s then current rate of entitlement.” Employers may allow more than that amount of time if they so choose.

Can an employer retaliate against an employee for taking leave to care for a relative?

No. The law prohibits retaliation against an employee who uses personal sick leave benefits to care for a relative as described above. Furthermore, an employer may not discriminate against an employee for filing a complaint alleging a violation of the Act with the Department of Labor.

Does an employer who has a paid time off policy that allows employees to use paid leave time to care for relatives need to modify that policy as a result of the Act?



No—as long as the policy provides at least as much time to care for a sick relative as the Act requires, and allows employees to use that time to care for any of the family members specified in the Act.

Does the Act require an employer that does not otherwise provide personal sick leave benefits to employees (and is not required by law to do so) required to provide any new benefits as a result of the Act?

No. The Act only requires employers to allow employees to use personal sick leave benefits that the employees otherwise would have to care for a relative as described in the Act.

How can an employee file a complaint alleging a violation of the Act?

An employee who believes his or her employer has violated the Act by not allowing him or her to use personal sick leave benefits in the manner described in the Act may file a complaint with the Department of Labor.



For More Information See: <https://www.illinois.gov/idol/FAQs/Pages/Employee-Sick-Leave-Act-FAQs.aspx>



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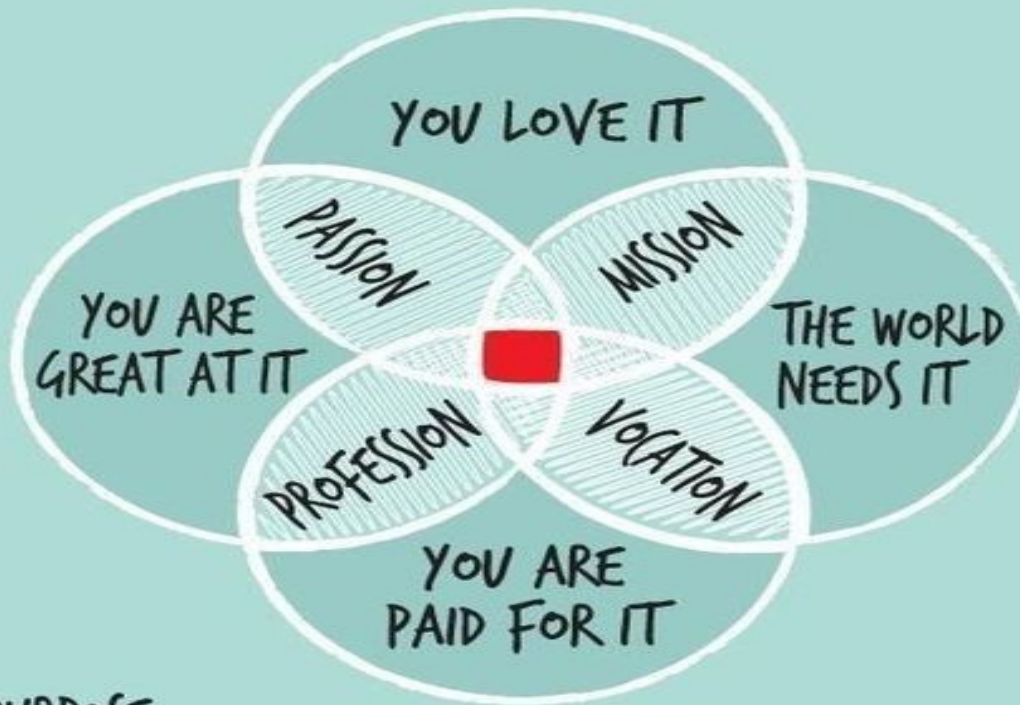
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