

HRA-ECI

September 2022

September
MEETING

Friday, September 9th
11:30 am—1:00 pm

First Mid Bank &
Trust

Auditorium

1414 Charleston Ave
Mattoon, IL 61938

This meeting was
Approved for HRCI
Credit!

Legislative Update

Collin Moseley, Legislative Aide at Illinois State Senate and Campaign Staff for BaileyforIllinois, will be joining us and speaking on behalf of Senator Bailey to provide a legislative update.

Historically, we have provided a legislative update annually to gain perspective on what is going on at the Capitol, what to expect in the pipeline, and how that may impact our world as employers and in HR.

Please join us for an open conversation with Collin.

Federal Student-Debt Relief Raises Issues for Workplace Benefits

President Joe Biden announced the federal government will repay up to \$10,000 of student loan debt for those earning less than \$125,000 annually and further extended the COVID-19 student loan repayment moratorium through the end of this year. This was previously set to expire August 31, 2022. The program will also cancel up to \$20,000 in student debt for recipients of Pell grants.

How does this impact HR? This comes into play with employee benefits and organization offering loan repayment assistance. According to SHRM's 2022 Employee Benefits Survey, loan repayment assistance was offered by 7 percent of U.S. organizations in 2022. It can be an attractive benefit, but the impending passage of federal loan debt forgiveness may have caused a slight decline from 2020 where 8 percent of U.S. organizations offered this type of benefit.

Some points for employers to consider when evaluating if this is a benefit to offer:

- ◇ The Consolidated Appropriation Act, 2021, extended for five years pandemic-related relief for tuition or student loan assistance. This means that through 2025, employers can continue to make contributions up to \$5,250 per employee annually toward eligible education expenses without raise the employee's gross taxable income.
- ◇ There is discussion on loan forgiveness fairness to those who selected a cheaper university to attend or worked extra jobs to pay off debt. To promote fairness, some employers have opted to let employees swap existing benefits for debt relief, such as by converting unused paid-time-off days into loan-repayment funds.

There is no right or wrong answer for your organization. It takes research and an idea of what your workforce needs and wants.

~Source: SHRM: *Federal Student-Debt Relief Raises Issues for Workplace Benefits* by Stephen Miller, CEBS

Avoiding the Potential Risks of Internal Transfers

There are many sides to internal transfers and considerations to be had. This article focuses on different transfer scenarios. <https://rb.gy/ttvkpkj>

Considerations for internal transfers include:

- ◆ Should you transfer underperformers?
- ◆ Addressing employee issues instead of passing them along.
- ◆ Transfer as a retention tactic
- ◆ Building and boosting culture

The bottom line is there are pros and cons to internal transfers. The best practice is to have policies around internal transfers to get everyone on the same page with rules and expectations.

~Source: SHRM *Avoiding the Potential Risks of Internal Transfers* by Lin Grensing-Pophal

Employees Need to Be Persuaded of Value in Working from the Office

COVID has changed the way office work is perceived. As Labor Day approaches, more companies are asking workers to return to the office, but willingness to commute might need to be earned. The pandemic shifted the mindset of the workforce as employees now expect companies to 'deserve' their employment and effort. The constant scramble to find people to fill roles in the last two years has been a contributing factor to this mindset.

A Gallup survey reported that approximately 56 percent of full-time employees in the U.S. stated they can do their job remotely. The survey also reported that more workers prefer hybrid arrangements. However, it is estimated that remote work arrangements will decrease from 3 in 10 employees reported in June to 2 in 10 employees.

A recommendation to find balance for businesses that can allow remote work is letting the manager, not high management, set hybrid schedules. Managers usually know their teams and department needs best to make something work.

If returning to the office is the best fit, it is important to articulate the "why." It could be culture fit, business needs, etc. employees like to know why decisions are made, so a reasonable response may be fair.

~Source: SHRM *Employees Need to Be Persuaded of Value in Working from the Office* by Paul Bergeron

September is National Suicide Prevention Month

September is National Suicide Prevention Month and September 10th is World Suicide Prevention Day, so this brings to mind the health (mental, emotional, and physical) and well being of our employees, family and friends during our uncertain times.

Share your resources, EAP, and understanding.

#BeThe1To: Ask, Be There, Keep Them Safe, Help Them Stay Connect, and Follow Up.

National Suicide Prevention Lifeline: 1-800-273-8255

~Source and more information: <https://bit.ly/3hhxxnN>



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SEPTEMBER 2022

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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 more!!!*

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

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

**Welcome
back!**

Remember to bring your business card to the next meeting to win the door prize!