



HRA-ECI

Human Resource Association of East Central Illinois



September 2014

Member Conference Calls about new SHRM Certification

SHRM realizes that as members of a local SHRM chapter, you may not have received as much information as you need about the new SHRM Certification. We have held calls with your chapter presidents this summer to discuss this new Certification and its details. As a part of the meetings held at the SHRM Annual Conference, it was made clear that more information was needed to be shared with you. We would like to invite you to participate in one of the following five conference calls, where the new SHRM Certification will be discussed and your questions will be answered.

Dial in: 1-888-737-5834

Passcode: 583408

- Thursday, September 4, 1:00pm CT/2pm ET
- Tuesday, September 23, 11:00am CT/12pm ET
- Thursday, September 25, 2:00pm CT/3pm ET
- Wednesday, October 1, 3:00pm CT/4pm ET
- Monday, October 20, 12:00pm CT/1pm ET

To help ensure our time during these calls is productive, prior to joining the call of your preference, please review the resources on the SHRM Certification website at www.shrmcertification.org and forward questions, comments, concerns to us in advance of the call.

Please feel free to pass this information along to other SHRM members or HR professionals who you feel will benefit from this opportunity and let us know if you have any additional requests for information or questions.

SHRM's North Central Regional Team

Martha T. Ramirez, SPHR, CAE | Divisional Director, Central (IL)

Society for Human Resource Management (SHRM)

1800 Duke Street | Alexandria, VA 22314 USA

Martha.ramirez@shrm.org | +1.703.535.6290 | +1.630.267.1944 (Mobile Phone Number)

Nancy Conway, SPHR | Field Services Director (IA, MN, ND, NE, OH, SD, WI)

Society for Human Resource Management

1800 Duke Street | Alexandria, VA 22314 USA

Nancy.Conway@shrm.org | +1.703.535.6455

shrm.org | @shrmnancyconway

Local Office Address: 3900 Old Cheney, #201-313 | Lincoln, NE 68516

Sherry Johnson, SPHR, CAE | Field Services Director (AR, IN, LA, MI, MO, OK, TX)

Society for Human Resource Management

1800 Duke Street | Alexandria, VA 22314 USA

Sherry.Johnson@shrm.org | +1.703.535.6255 | +1.512.801.7901

shrm.org | @SHRMSherry

Local Office Address: P.O. Box 5327 | Round Rock, TX 78683

Kristine Hofmann | Regional Administrator

Society for Human Resource Management

1800 Duke Street | Alexandria, VA 22314

Kristine.Hofmann@shrm.org | +1.703.535.6082

shrm.org | @SHRMKristine

September Meeting

~~~~~

### Strategic Advocacy – You Have The Power

Approved for 1 HRCI credit

Cathy Plouzek,  
Director of Illinois  
State Council SHRM

~~~~~

Friday, Sept. 12

11:30AM - 1:00PM

Workforce
Development Center
Mattoon, IL

~~~~~

### RSVP

By 4 PM

Monday, Sept. 8

~~~~~

As an HR professional, you are uniquely positioned to provide insight and strategically shape the development of federal and state workplace laws and regulations. By participating in this session, you will be able to:

- Define Strategic Advocacy – What is it and how does it work?
- Explain how laws are made
- Share your expertise with decision-makers at the local, state, and federal levels
- Identify ways that you can get involved in public policy and strategic advocacy efforts
- Get excited about strategic advocacy!



Ban-the-Box Movement Goes Viral

Dozens of cities and states restrict employers from asking job applicants about criminal convictions

By Roy Maurer 8/22/2014

The District of Columbia, Illinois and New Jersey have joined 66 cities and counties and 11 states to pass “ban-the-box” laws, preventing employers from asking about prior criminal history on job applications. Ban the box refers to the check box on employment applications asking whether the candidate has ever been convicted of a crime. Ban-the-box laws require hiring managers to put off asking about a candidate’s criminal history until after an interview has been conducted or a provisional job offer has been extended.

See more at: <http://www.shrm.org/hrdisciplines/safetysecurity/articles/pages/ban-the-box-movement-viral.aspx#sthash.AgOIQKK7.dpuf>.



Illinois Joins 'Ban The Box' Bandwagon by Limiting When Employers Can Ask For or Use Criminal History

By Jim Burnes, Contributor, Forbes Magazine

Illinois has joined the quickly growing number of states and cities (including Massachusetts, Minnesota, Rhode Island, Hawaii, Philadelphia, San Francisco, Seattle, Baltimore, Newark and Buffalo) that have passed “ban the box” legislation—so named based on the box found on most employment applications asking whether an applicant has ever been convicted of a crime.

The newly enacted Job Opportunities for Qualified Applicants Act, which takes effect January 1, 2015, prohibits private employers with 15 or more employees, as well as all employment agencies, from asking about, requiring disclosure of, or considering an applicant’s criminal history, until the employer/employment agency has decided that the applicant is qualified for the job and has notified the applicant of his or her selection for an interview or – if there is no interview – until a conditional job offer has been made.

See more at: <http://www.forbes.com/sites/theemploymentbeat/2014/07/28/illinois-joins-ban-the-box-bandwagon-by-limiting-when-employers-can-ask-for-or-use-criminal-history/>

HRAECI 2014 Board of Directors



Debbie Brown, President
Carla Doll, President- Elect
Rachel Collins, Vice President
of Membership
April Nance, Treasurer
Kathie Scott, Secretary
Diane Rieck, Legislative Officer
Charlene Athey, Past President



HRA-ECI Social Media Happenings

WANTED: Creative, media savvy person to manage the online presence for the HRA-ECI via Face Book and Linked In. Contact any board member for more information.



A Face Book page for HRA-ECI is now in the works. You will hear more in the near future as we develop this additional method of communicating with chapter members and the HR community at large.



Also coming soon: HRA-ECI on Linked In, the world’s largest professional network. We will send you information so you can join us in using this powerful networking tool to enhance HR business relationships.

Upcoming Conferences

Getting Strategic with Turnover

The DeGarmo Group

HRCI Pre-approved Webcast

September 09, 2014 at 1:00pm CT

<http://www.degarmogroup.com/index.php/webcasts>.

Medical Marijuana in the Workplace Update Illinois Chamber of Commerce

Friday, September 19, 2014 10:30 - 11:30 am

Early Bird - before September 12 - \$79

pre-approved to offer 1.5 HRCI credits

call Pam Holleman, at (855) 239-6150

or pholleman@ilchamber.org

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 for inclusion in our next newsletter.