

MEMBERSHIP DRIVE 2023

We are beginning our membership drive for the Central Illinois HR group. Current memberships expired on December 31, 2022.


By the end of 2022, we will have held 9 HR related meetings in-person and some virtually, which will result in 9 recertification credits. We also started our Road Trip series, which included 3 additional programs and 3 additional recertification credits.

We are excited about the upcoming year and are planning many exciting events. While we are moving towards in-person meetings, we understand that some members appreciate the hybrid format and will continue to incorporate virtual opportunities in 2023. To that end, the board has decided to return to our pre-COVID era structure for dues. Annual membership runs January 1 to December 31. Annual dues are payable by January 31 of the new membership year.

2023 Annual Dues:

- \$200 for SHRM members/\$220 for Non-SHRM members
- Student Membership - \$90

Annual dues include professional development (minimum of 9 monthly programs), monthly program meals (minimum of 9 monthly program meals), networking, free job postings on CiHRG website, and updates on relevant HR topics.

 **Early Bird Savings:** Renew and pay by January 31, 2023 using code EARLY and save \$25 off annual membership dues (does not include student membership). Please renew your membership through the email link or email cihrgwce@gmail.com for assistance.

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Don't forget to re-up and renew your CiHRG membership



SAVE THE DATE

What: January CiHRG Monthly Meeting

When: Tuesday, January 17, 2023; 11:30 AM - 1:00 PM

Topic: Attracting and Retaining Employees in a Tumultuous Job Market

Speakers: Heather Acerra
Where: OSF Heart of Mary Medical Center, 1400 W Park St, Urbana, Auditoriums A & B on first floor
See page 5 for more information on the meeting.



WELLNESS UPDATE

Cindy Magsamen, RN, BSN; CiHRG Wellness Director

Welcome to 2023!!! I hope you all had a wonderful Holiday Season and New Year's with family and friends. Did you make a New Year's resolution? I sort of did. Yes, I caved to the eat healthier and exercise more, so original!!! So far so good but it's still early.

What is a New Year's resolution? Wikipedia defines it as a tradition, most common in the Western World, but also found in the Eastern World, in which a person resolves to continue good practices, change an undesired trait or behavior, accomplish a personal goal, or otherwise improve their behavior at the beginning of a calendar year.

Did you know in 2014 a report showed that 35% of people who failed their New Year's Resolutions admitted they had unrealistic goals, 33% didn't keep track of their progress, and 23% forgot about them; the remaining claimed they made too many resolutions.

Maybe we're all making the WRONG resolutions setting ourselves up for failure on day 1.

My resolution should be to work out to feel good, not be thinner. (though I could lose a few pounds)

Maybe my resolution should be to Stop Gossiping.

Yes, I'm guilty. You're not? Maybe it should be Clear Out the Clutter. Research says clutter can stress you out. I don't know about you, but it certainly stresses me out!!

Here's a good one, don't buy things you don't need.

My husband tells me this all the time!!! We love to spend money even if it's for no good reason. Don't need it. Don't buy it. Easier said than done, I know, right?

I wish you all the best in 2023 and if you made a New Year's Resolution, good luck.

You'll find an article in the Wellness section on our website; Toxic Work Culture Harms Your Employees' Mental and Physical Health from Gallagher. It includes a powerful warning from our surgeon general as well as five attributes to a toxic workplace.

I enjoyed reading it especially the five essentials for workplace mental health and well-being. Here at OSF HealthCare we have a program focused on Mission Partner Well-Being. We refer to our employees as 'Mission Partners'. Our goal is to create an environment of community for Mission Partners where they live, work, play and pray. We know when employees well-being is thriving, the organization directly benefits with less sick days, improved performance and productivity, and lower rates of burnout and turnover.

I'm not sharing anything you don't already know, but how do we get there? Investing in your employees well-being shows the employees that your organization cares about them. I'm looking forward to our monthly meetings this year and seeing many of you in person. Happy New Year!



CERTIFICATION UPDATE

Laura Czys, SHRM-SCP; CiHRG Certification Director

Are you ready to prepare for your SHRM certification? Now may be a great time to consider it. SHRM certification pass-rates are much higher for those using the SHRM BASK or Learning System.

Local Study Group

- Beginning in late March, the group will meet via Zoom on Wednesdays from 6-8 pm for 15 weeks. You will benefit from the topic review, practical application discussions and sample question reviews. Plus, you benefit from the networking and the built-in camaraderie.

Discounted Study Materials

- You can purchase discounted study materials from the chapter for \$560. Information is available on the CIHRG website. You will receive the study materials as well as online content at a great savings!

New Test Format and Content

- New course updates were launched, effective May 2022.

New Testing Criteria

- There are new testing criteria, making certifications possible for more HR practitioners. Minimum criteria is now waived for the SHRM-CP:
- "Candidates for the SHRM-CP certification are not required to hold an HR title and do not need a degree or previous HR experience to apply; however, a basic working knowledge of HR practices and principles is recommended."

The SHRM-SCP criteria has been updated, too:

- "The SHRM-SCP certification is for individuals that have a work history of at least 3 years performing strategic level HR/HR-related duties; or for SHRM-CP credential holders who have held the credential for at least 3 years and are working in, or are in the process of transitioning to, a strategic level role."

Exam Length and Timing

- The number of test questions scored has been redacted from 130 to 110. During the spring testing window there will be 134 questions. 110 scored and 24 "field-tested" or test questions.
- The time to test is slightly reduced to 3 hours and 40 minutes (originally 4 hours).

If you are interested in pursuing your certification, email Laura Czys at czysle@gmail.com for more information. The knowledge and confidence that accompanies an industry-recognized professional certification awaits you!

CURRENT HR JOB OPENINGS

Coordinator, Human Resources
University of Illinois Foundation - Urbana, IL

Check out HR job openings on a regular basis here: <https://cihrg.mcjobboard.net/jobs>



LEGISLATIVE UPDATE

Liz Borman, SPHR; CiHRG President-Elect

The new year is ringing in with a number of legislative changes affecting employers. Additional information and resources can be found at: www.cihrg.com/Legislative/

Illinois Laws

- The CROWN (Creating a Respectful and Open World for Natural Hair) Act provides protections for hairstyles and hair textures historically associated with race and ethnicity. The act amends the Illinois Human Rights Act by defining the term "race" to include "traits associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists."
- Employee Sick Leave Act: an amendment to the Employee Sick Leave Act requires that "[t]he rights afforded under this Act serve as the minimum standard in a negotiated collective bargaining agreement."
- Family Bereavement Leave Act (FBLA) is an expansion of the Child Bereavement Leave Act (CBLA) of 2016. In addition to the provisions of the CBLA, the FBLA will allow eligible employees to take ten (10) workdays of unpaid leave annually to attend, make arrangements for the funerals of, grieve the death of a covered family member or child. It also extends covered absences to include fertility-related losses.
- Minimum wage increase: the minimum wage for Illinois non-tipped employees aged 18 and over increases to \$13.00 per hour on Jan. 1, 2023.

- Minimum wages for tipped and youth employees also saw changes.
- One Day Rest in Seven Act (ODRISA) was amended to make several notable changes.
- Workers' Rights Amendment: on November 9, Illinois voters approved amending the state constitution regarding collective bargaining.

Benefits

- A number of employee benefits will see contribution limits increase for 2023, including higher limits for flexible spending accounts, health saving accounts, and retirement plans. See more at SHRM's article: [2023 Benefit Plan Limits & Thresholds Chart](#).
- In addition, a new IRS rule will allow the formula for "affordability" to be calculated using family coverage premiums, not just employee-only premiums.

Federal Contractors

Federal contractors should review the changes to minimum wages resulting from Executive Orders 13658 and 14026.

Posters

- The Equal Employment Opportunity Commission (EEOC) released an updated "Know Your Rights" poster on October 20, 2022, which replaces the "EEO is the Law" poster. [Click here for more details and link to the new poster.](#)
- The Illinois Department of Labor (IDOL) has released "Your Rights Under Illinois Employment Laws poster" for 2023.

JANUARY CIHRG CHAPTER MEETING

The combination of labor pressure, wage trends, and inflation all lead to how important it is to stay with a steady compensation philosophy. Heather Acerra, Group Benefits Consultant with Cottingham & Butler, will discuss benefit and total reward trends in the new world of compensation and describe techniques being utilized by many companies to attract and retain employees. Heather will share data from customer surveys and discuss techniques being utilized by many companies with an emphasis on employee well-being.

Heather Acerra is a group benefits consultant with Cottingham and Butler. Her focus is helping employers design plans to attract and retain employees in a cost effective manner. Heather utilizes a consultative and data-driven approach to help employers with benefit plan design, wellness program design, cost containment strategies, compliance, employee communications, compensation plan design, engagement/culture diagnostics and more. Heather has over twenty years of Human Resource experience including compensation consulting, staffing and employee engagement, and leadership of human resource organizations in industries from insurance to industrial labor outsourcing. Heather is passionate about education and serves on the Executive Advisory Board at NEIU's Business School and is the College Relations Chair for the Oakbrook HRA Board. She and her husband invented an award-winning educational toy called Lux Blox. Founding a small business which manufactures and distributes domestically and internationally has provided her with first-hand experience of the challenges and excitement of today's marketplace.



CALENDAR OF EVENTS

- **Tuesday, January 17, 2023**, 11:30 AM – 1:00 PM: CiHRG monthly chapter meeting, OSF Heart of Mary Medical Center, 1400 W Park St, Urbana, Auditoriums A & B on first floor
- **Monday, Feb 20, 2023**, 5:30 PM – 7:30 PM: Champaign Public Library Community Job Fair

January is:

- National Blood Donor Month: January has been designated as National Blood Donor Month to encourage people to give or pledge to give blood at least two or more times a year. For more information, visit : Champaign-Urbana - ImpactLife (bloodcenter.org)
- Radon Awareness Month: radon is a gas that can build up to dangerous levels inside homes, schools, and other buildings without anyone knowing it and has found to cause lung cancer. This Radon Awareness Month, test your home for radon. Testing is easy and inexpensive, and it could save your life. For more information, visit: Radon | American Lung Association.

LETTER FROM THE EDITOR

**Eric Ferguson, GPHR, SPHR, SHRM-SCP; CiHRG
Public Relations Director**

I'd like to invite you to reach out to the CiHRG newsletter committee (Beth Wileaver, Jeanne Bohlen, and me) if you have moved into a new HR role.

We'd love to share the news with our group. And don't forget to update your profile!

You can reach me at ericferguson@hotmail.com, Beth Wileaver at bwileavereheartland.com and Jeanne Bohlen at jrbohlen03@gmail.com.

If you have any news items, feel free to send my way. Have you made a move to a new organization? Have you earned a new HR related certification? "Inquiring minds want to know!" Send it my way!

FREE CONTINUING EDUCATION CREDITS

The Job Accommodation Network (JAN) has announced the schedule for the JAN 2023 Webcast Series. Trainings will cover a range of job accommodation, Americans with Disabilities Act (ADA), and other disability employment topics. JAN webcasts are available at no cost to anyone who would like to attend. You can register to attend every webcast in the series or only the topics that interest you. One HR Certification Institute (HRCI) continuing education unit can be earned after attending. For more information or to register, [click here](#).

Is your company offering HR related seminars or content? Contact Eric Ferguson at ericferguson@hotmail.com if you would like your CEU event to be published in the newsletter.

2023 CIHRG BOARD

Officers:

- President - Paige Hall, SHRM-SCP, SPHR
- President-Elect - Elizabeth Borman, SPHR
- Secretary - open
- Co-Treasurer - Amber Hall, SHRM-CP
- Co-Treasurer - open

Board of Directors

- Webmaster - Megan Weeks, MPA
- Legislative - open
- Certification - Laura Czys, SHRM-SCP
- Membership - Linda Rice
- Wellness - Cindy Magsamen, RN, BSN
- Publicity/Marketing - Eric Ferguson, GPHR, SPHR, SHRM-SCP
- Past President - Jeanne Bohlen, SHRM-CP

OPEN CIHRG BOARD POSITIONS AND COMMITTEE OPPORTUNITIES

Open officer positions:

- Secretary
- Co-Treasurer/Treasurer

Requirements

- Be a CiHRG member
- Attend monthly board meetings
- Attending monthly CiHRG meetings

For more information, reach out to Paige Hall at phalle@cunninghamhome.org or Eric Ferguson at ericferguson@hotmail.com for more information.

Committee opportunity:

- Wellness Committee

For more information, reach out to Cindy Magsamen RN BSN. at: lucinda.a.magsamen@osfhealthcare.org