FROM THE HR FILES

Heart of Illinois Human Resource Council

HR Council News and Notes

I can’t believe how fast this year is going! SHRM17 went that fast as well, even with a little tropical depression thrown in! It was an absolutely incredible conference. My favorite speaker was Kat Cole. However, I did not hear one speaker that wasn’t excellent. If you have never been, I recommend you look into at least a day next year, as it is in Chicago. SHRM just announced the first keynote, Malala. Volunteer opportunities will be sent out in January. That is a way to help out and see the conference! Mark your calendar for June 17—20, 2018. It’s an incredible opportunity to meet new HR professionals and see and experience so many different aspects of our profession.

Next up is the 2nd Annual Central Illinois Leadership Conference—this year with five chapters collaborating. It will be held on Thursday, August 31 in Bloomington. We are still looking for sponsors if your company might be interested.

ILSHRM rolls into the Drury Lane complex in September. If you haven’t signed up for this incredible conference, I would highly recommend it or apply for a scholarship if your company doesn’t pay for it!

Our next certification class starts in August. Now is the time to sign up! It is an incredible class with great collaboration and learning going on.

A special thanks to Cypress Asset Management for being a sponsor of our chapter for an entire year and to Ultimate Software and Nick LeNoble for being the July sponsor.

As we start planning for next year, we would love to hear your ideas for meeting topics. Feel free to send them to any board member or to our email at: hhrc.info@gmail.com.

Enjoy the rest of your summer! Nancy Wraight, Chapter President, 2016-17

What Makes Employees Whistle Why They Work by Cal Butera, Business Management Daily

There’s nothing better than a happy employee. One who comes to work each day with unbridled alacrity, ready to take on the challenges with that all-too-often elusive good attitude, wearing a smile. Not that all employees must have a lobe-to-lobed blissful grin all day, but just a feeling that your workplace provides a sense of satisfaction. Here are things that all workers seek in a workplace and how those things rate on the ‘happy meter.’

*MONEY—Yep, it’s important. Employees not only need it and want it; they want more of it incrementally. That is, they want raises. So, why only one star? Because it’s just a weekly dollop of grease that keeps their wheels turning. It’s not a true cause of happiness. Remember the last time you got a raise? How long did the thrill last? A week? There’s got to be a lot more to a workplace to excite and employee.

**MORE CONTROL OF THEIR TIME—An organization with a liberal policy of telecommuting and flex time can certainly make an employee’s head swoon with glee. An employee who puts their time in on their own terms (such as dabbling with their tasks between household chores, or leaving the office two hours early) can indeed be happier. Two stars for this one because the cheer isn’t really brought into the workplace, it’s somewhere else.

***PRAISE AND RECOGNITION—Like money, it’s life sustaining. Timely, deserved praise such as thank you’s, pats on the back and awards are prime sources of happiness. They really make a person feel worthy and wanted. Help it on sincerely, fairly and judiciously. Just don’t over or under do it.  (Continued on the bottom of page 7)
New Certification Class Starting—Time to Sign Up!

The SHRM-CP/SHRM-SCP testing window for Fall 2017. HIHRC will be hosting a study group for the next testing window.

**LET US GUIDE YOU TO SUCCESS - CLASS STARTS AUGUST 23 - SIGN UP TODAY!**

SHRM’s two new certifications, SHRM Certified Professional (SHRM-CP) and SHRM Senior Certified Professional (SHRM-SCP), demonstrate who we are as HR Professionals, what we do and why it matters. These professional certifications are meant to benefit the individual, the profession and the employer. They can open doors for professional advancement, serve to harmonize standards with changing expectations and signal to employers advanced professional development. We believe SHRM certification will become the new standard for HR Professionals around the globe.

Ensure you’re prepared with HIHRC’s Spring SHRM Certification Class, designed for SHRM credential candidates. This intensive 15-week program combines expert instruction with the SHRM Learning System® for SHRM-CP/SHRM-SCP, so you will learn faster, retain more knowledge and stay on track for success on the exam.

**By attending our course, you’ll benefit from:**

- An experienced, SHRM certified instructor
- The SHRM Learning System, historically ranked the #1 HR certification prep tool.
- A structured learning experience that keeps you on track.
- Opportunities to network and learn from your peers

**When:** Wednesday Evenings from 5:30 pm to 8:00 pm  
15 weeks - 8/23/17 weekly for 15 weeks

**Where:** Alliance Benefit Group  
Twin Towers Office Plaza, 456 Fulton, Suite 345, Peoria, IL 61602  
Cost: $495* for HIHRC members; $695* for non HIHRC members; We need 5 students to receive this Chapter discounted rate. Rate for study materials if self-study (on your own) is $695 for SHRM members and $870 for non-SHRM members **You Save $200 by enrolling in the Study Group!**

(Payment plan options are also available - for more information, contact Cathy Plouzek at 309-671-4200) or cathy.plouzek@abgemail.com

*to avoid paying the additional fee, you may select "show other payment options" and pay by check. There will still be a small handling fee added. Please mail check to:

Heart of Illinois HR Council, PO Box 372, Peoria, IL 61651

**SIGN UP FOR THIS CLASS TODAY AS PRICES MAY BE GOING UP IN 2018!**
Ways to Get Your Execs and Managers to Love HR!

If I had a dollar for every time I’ve heard an executive complain about HR. Why the bad rap? Is it deserved? And, most importantly, how does HR change it? HR professionals can build positive relationships with the C-Suite and management by following these five steps:

Just say “NO” to no—too many HR professionals see themselves as compliance cops instead of compliance coaches. Rather than saying ‘no,’ HR should first explore what management is trying to accomplish. Even if you think you know the answer ask for time to research and evaluate the issue. By doing so, you might discover options that will avoid a ‘no’ answer. Moreover, resistance will be less if management understands you strived to find an alternative.

Avoid Foolish Consistency—Moses did not return from Mount Sinai with an 11th Commandment that said ‘Thou shall be consistent.’ Sometimes, exceptions can and should be made. Assess each situation on its own merits. I’m not promoting inconsistency. As an employment lawyer for 25 years, I’ve seen how it drives the litigation train. Rather, I’m speaking against the tendency to reason and respond as follows. “This is now. This is different. We haven’t done it this way before. Therefore, we can’t do it.” If it makes strong business sense, there’s a good chance you can, and should do it.

Speak Their Language—If you want to get your boss’s support, you need to speak CFO-ese, not HR-ese. That means, data, metrics and calculations to persuade the CEO that the program would not only be beneficial to employees, it would make economic sense.

In addition, understand the business. Don’t act like the HR manager I once asked to describe the production process at her facility. She replied, “I have no idea, I’m in HR.”

If you’re the HR Director of a car wash chain, find out what financial data is important, and wash a few cars.

Don’t forget, you are Management! Many HR professionals see themselves as the employee’s advocate, like quasi-union representatives or corporate ombudsmen. This is misguided.

Never lose sight of whose side you are on. Your ability to help employees will be in direct proportion to management’s perception that you are a loyal, trustworthy and supportive member of its team.

New EEOC Online System May Mean More Lawsuits

Five of the EEOC’s regional offices (Charlotte, Chicago, New Orleans, Phoenix and Seattle) have started using a new online system that allows employees to electronically submit initial intake interviews with the EEOC.

This will make it easier for people to get their discrimination claims off the ground. Look for a national rollout by the EEOC later this year.

OSHA and NIOSH Team Up to Offer Updated Heat Safety App

The National Institute for Occupational Safety and Health and OSHA have collaborated to update OSHA’s original Heat Safety Tool. The updated app, available for both Android and IPhone, provides a clearer user interface, while still providing the same information to help keep workers safe when working outdoors in hot weather. Extreme heat causes more deaths than any other weather-related hazard; each year more than 65,000 people seek medical treatment for extreme heat exposure.

Employers should encourage workers exposed to hot and humid conditions to use the app to check the heat index and relevant protective measures. The app displays the heat index in the user’s location and shows the current risk level. The app also forecasts the hourly heat index throughout the entire workday, giving employers information they can use to adjust the work environment as needed to protect workers.

More than 450,000 users have downloaded the original app since it was launched in 2011. The original OSHA app will no longer function after September 30, 2017.—OSHA QuickTakes June 15, 2017

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**2017 Meeting Dates**

Our chapter meets for lunch on the 2nd Tuesday of every month at the Lariat Club (check for November and December meeting places)

Our meeting schedule (subject to change with new regulations, speaker issues, etc.) is:

- July 12—Benefits and the Political Landscape
- August 9—Accommodating Special Needs and Mental Illness with ADA/FMLA/ADEA, etc.
- September 13—Organizational Strategy
- October 11—Labor Law
- November 8—Veterans’ Event
- December 13—Share the Spirit (Alexander Street Steakhouse)

A BIG Thanks to Our June Sponsor!

**CYPRESS asset management**

A big thank you to Mike Mahoney, CPF® our March sponsor. Michael is a fee only, Registered Investment Advisor and a Founding member of the BAM Alliance.

Bringing simplicity, transparency, counsel, education and lower costs to retirement plans since 2001.

He is part of a nationwide alliance of independent advisors who believe that most retirement plans fall short when it coes to helping people actually plan for retirement. With their platform you can easily know what fees you are paying and what you are getting in return.

You will get unbiased advice so your employees have the greatest odds of achieving their most important goals. The focus will shift from fund selection to enhancing and analyzing retirement readiness. When you hire Cypress, we transfer the investment management liability away from you! BAM Advisor Services serves as the ERISA 3 (38) Advisor.

Cypress Asset Management—An Independent Member of The BAM Alliance—Providing Fiduciary 401(k) Services Since 2001.

For more information visit: www.betterway401k.com or call Mike Mahoney at 309.679.9146 or email him at mike@cyram.com

**ILSHRM New Initiative**

ILSHRM is looking for new ways to explore engagement and succession planning with our younger emerging professionals in our chapter. If anyone is interested in responding to this short survey, please send it to: hihrc.info@gmail.com. Thanks!

1) What are your needs as a younger emerging professional in our chapter?
2) Where you desire to make the most difference in our chapter?
3) Do you have a desire to have a seat at the board table?
4) Do you have the desire to be more involved at the ILSHRM level?
5) Do you as a young professional desire to create a formal division of the chapter dedicated to your demographics and needs?
6) Please add any other comments you may have.

Thank you in advance for your participation!
IL STATE SHRM CONFERENCE SCHEDULED

Fantastic Keynotes—More Re-Certification Credits!
ILSHRM17 kicks off with a hands-on Sunday workshop, ‘The Truth About HR: Things You Won’t Learn at Other HR Conferences’ featuring John Hudson and Mary Faulkner.

The main conference on Monday and Tuesday touts a stellar keynote lineup including 2012 and 2016 Paralympian Mallory Weggemann and Diversity and Inclusion expert Andres Tapia. New in 2017 is a Law Update general session.

A total of 12.25 SHRM and HRCI re-certification hours will be offered over the two days. Increase your credit hours to 15.25 by attending the Sunday Pre-Conference Workshop.

Register today at IL-SHRM.org

Returning to Drury Lane Theatre in Oak Brook, IL, ILSHRM17 will host exciting new additions and bringing back many conference favorites. A returning favorite from ILSHRM16, Felix and Flingers will bring dueling pianos excitement to Monday Night after hours.

Register today for September 24—26th!
Oakbrook, IL

Scholarships Available

The Heart of Illinois HR Council provides on an annual basis, the following scholarships:

Professional:
Two $250 scholarships to support the continued development of HR leaders through professional SHRM certification for an SHRM-SCP, or SHRM-CP.

Conference:
A scholarship to attend the IL State SHRM Conference. This scholarship pays for the cost of the conference fee with a $500 maximum and is available only to chapter members.

Applications for both are due on July 16.

See our website for forms and further information.

SHRM also has scholarships available through the SHRM Foundation. Certification scholarships up to $750 are due by October 10, 2017. You must be a national SHRM member to qualify. Other scholarship opportunities are available as well. Visit. Shrm.org/foundation

Senate’s New ACA Repeal Bill: What’s Different from the House Version?

Want to discuss the Senate’s new ‘discussion draft’ of its ACA repeal bill with upper management but don’t have time to sift through the 142 page document? We’ve got you covered:

The ‘Better Care Reconciliation Act of 2017,’ the Senate’s version of an ACA repeal and replacement bill is slated to go to vote soon.

From an employer perspective, the Senate bill is very similar—and in many cases identical to the version the House successfully voted to pass recently. It includes the end of the employer mandate, a delay of the Cadillac Tax until 2027 and an increase to HSA contribution amounts.

While there is certainly a lot to unpack in this sizeable legislation, employers should keep this point top in mind: There’s a very good chance changes will be made before this bill is brought to a vote before the Senate. Reason: At least three Senators have stated they will oppose the legislation and the bill can only afford to lose two votes to pass.

Here’s a look at the key issues:

Income based subsidies return—healthcare subsidies are tied to income in the Senate bill—like in the ACA. In the House version, healthcare subsidies were tied to age, so the older a person is, the more assistance would be received. In the Senate bill, subsi-
dies were tied to income, like they are in the ACA.

No pre-existing condition opt-outs. The Senate also balked at the House’s bill provision that would allow states to opt out of requiring plans to provide equal access to those with pre-existing conditions.

By Jared Bilski, HR Morning
Trump Signs Bill to Expand Federal Employee Whistleblower Protections

On June 14, the White House announced that President Trump has signed into law the Follow the Rules Act, which would address what proponents see as a misinterpretation of the Whistleblower Protection Act by the Federal Circuit Court of Appeals in Rainey v. Merit Systems Protection Board. The bipartisan legislation, H.R. 657, cleaned the House on May 1 and the Senate on May 25 by unanimous votes in both chambers.

Specifically, the bill amends the language in 5 U.S.C. Sec 2302 (b) (9) to clarify that under the whistleblower Protection Act, an employee who refuses to obey an order that would require the employee to violate a law, or even a rule or regulation, is protected from retaliation.

In Rainey, the federal appeals court interpreted the scope of Section 2302(b)(9)(D) as confined to whistleblower protections for an employee’s refusal to obey an order that would violate a statute, but not a Federal Acquisition Regulation (FAR). The employee in the case had been relieved of his duties because he refused a supervisor’s order—to tell a contractor to rehire a terminated subcontractor—because he believed that carrying it out would have required him to violate a FAR by improperly interfering with personnel decisions of a prime contractor and requiring the prime contractor to operate in conflict with the terms of the contract.

The employee argued that by removing him from his duties as a contracting officer representative after he ‘refused to obey an order that would require me to violate the law,’ his agency employer had committed a prohibited personnel practice under the ‘right-to-disobey’ set forth.

‘It may be that the statute should be extended to cover rules, regulations and other sources of legal authority,’ wrote the Federal Circuit. ‘If so, Congress is free to alter the scope of the statute. But we are not so free. Between the restrictive language chosen by Congress and the closely analogous decision of the Supreme Court in (Dept of Homeland Security v MacLean), we are constrained to hold that protection granted is limited to orders that are contrary to a statute, and does not encompass orders that are contrary to a regulation.’

-Source CCH

Preparing for the Aging Workforce—SHRM Foundation

The SHRM Foundation is focused on championing workforce and workplace transformation and inspiring HR professionals to make it happen. Join us in challenging aging workforce myths and make a difference in your organization. Contact Allie Samis at (703) 535.6132 for more information.

The Reality in the U.S. Workforce: Why This Matters—

- 35% of U.S. labor force participants will be age 50+ by 2022 (Up from 25% in 2002.)
- 45% of unemployed people age 55 to 64 report being unemployed long-term, 27+ weeks (vs. 33% of unemployed 25-34 year olds)
- 10,000 Baby Boomers turn 65 each day

Top 5 Advantages of Hiring Older (Mature) Workers (age 50+)

- 77% more work experience and knowledge
- 71% more maturity and professionalism
- 70% stronger work ethic
- 63% ability to serve as mentors to younger workers
- 59% more reliability (SOURCE: SHRM Preparing for an Aging Workforce Study)

Goals of an Aging Workforce Strategy—

Retain and engage older workers as long as possible; Transfer their knowledge to younger employees before they leave; Leverage their skills after they retire; recruit older talent from outside

Getting Started in Your Organization—Access free SHRM Foundation resources at: www.shrmfoundation.org/aginginitiative

Build the business case for hiring and retaining mature workers; Assess the state of your aging workforce; Recruit and retain mature workers and engage mature workers, even beyond retirement.
The Opioid Epidemic and Your Prescription Drug Policy—Is an Update Needed? By Jared Bilski

If prescription drug abuse is impacting workers, you’re not alone.
Seven out of ten employers have had to deal with the effects of employees’ prescription drug abuse, according to a National Safety Council Study.
And those effects run the gamut from absenteeism and selling prescriptions at work and impaired or decreased performance and overdoses.
While it may seem like there’s little employers can do to prevent issues in this area, that’s not the case.
Benefit pros can work with insurers to make sure addictive prescription drugs aren’t the go-to option for every injury and ailment. How? By giving workers access to insurer-covered alternative therapies such as acupuncture, chiropractic, hypnosis, etc. are attempted before addictive prescription drugs are even brought in to the equation.
Despite plenty of interest, employers seem to be balking at actually giving this option a shot. In fact, even though 88% of firms were interested in their insurer covering alternative treatments, just 30% planned on actually negotiating on that expanded coverage option.
Employers should also review insurance policies and EAP contracts to make sure employees are covered for prescription drug abuse.
In light of the opioid epidemic, now is a good time to update key policies. The National Safety Council recommends the following:
Create a drug-free workplace program. This states what workers must do if they are prescribed meds that cause impairment.
Test for prescriptions. Working with an attorney, employers can test for drugs that are legally prescribed and commonly abused.
Spell out what happens when abuse occurs. This should include how the abuse is identified, employees’ options (leave, etc.) and how a return works.

A Reflection—I Have Learned by Omer B. Washington

I’ve learned that you cannot make someone love you. All you can do is be someone who can be loved. The rest is up to them.
I’ve learned that no matter how much I care, some people just don’t care back.
I’ve learned that it takes years to build up trust and only seconds to destroy it.
I’ve learned that no matter how good a friend is, they’re going to hurt you every once in a while and you must forgive them for that.
I’ve learned that it’s not what you have in your life but who you have in your life that counts.
I’ve learned that you should never ruin an apology with an excuse.
I’ve learned that you can get by on charm for about fifteen minutes. After that you’d better know something.
I’ve learned that people will forget what you said and people will forget what you did but they will never forget the way you made them feel.
I’ve learned that you can do something in an instant that will give you heartache for life.
I’ve learned that it’s taking me a long time to be the person I want to be.
I’ve learned that you should always leave loved ones with loving words. It may be the last time you see them.
I’ve learned that you shouldn’t be so eager to find out a secret. It could change your life forever.
I’ve learned that we are responsible for what we do, no matter how we feel.
I’ve learned that either you control your attitude or it controls you.
I’ve learned that heroes are the people who do what has to be done when it needs to be done, regardless of the consequences.
I’ve learned that money is a lousy way of keeping score.
I’ve learned that my best friend and I can do anything or nothing and have the best time.
I’ve learned that sometimes the people you expect to kick you when you are down will be the ones to help you get back up.
I’ve learned that sometimes when I’m angry I have the right to be angry, but not the right to be cruel.
I’ve learned that you should never tell a child their dreams are unlikely. Few things are more humiliating and what a tragedy it would be if they believed it.
I’ve learned that it isn’t enough to be forgiven by others, sometimes you have to forgive yourself.
Veterans Event—Save the Date!

We are pleased to announce that we have secured national speaker, Retired Lt. Colonel Robert Darling, USMC for our November 8, 2017 veterans event. It is our 3rd annual event and we are putting a call out to anyone and all members who would like to volunteer, serve on a committee, bring a veteran, reservist, active duty member, etc.

We are still in the planning stages and will share more details soon—but mark your calendars—this one is not to be missed!

Retired Lt. Colonel Darling was the highest ranking military person in the White House on 9/11 with Vice President Dick Cheney. It’s sure to be an awesome event to honor our active duty, reservists, veterans and all who serve!

We are looking for sponsors to assist with this event including someone to underwrite the speaker, travel, advertising and pay for all active duty and veterans lunches, etc. More details to come!

Save the date!

July Meeting—Benefits and the Political Landscape

Please join us on Wednesday, July 12 from 11:30—1:30 PM for our July meeting—The Trump Effect—What the Election Means for Employee Benefits presented by Bill Shock.

Bill is the Executive Vice President of Unland Companies in Pekin. Bill oversees services provided to more that 200+ employer groups and manages all things related to Life, Health, Employee Benefits, Personal Insurance and Financial Services.

A graduate of Illinois State University, Bill has been active in Employee Benefit Consulting Market since 1990, built a Senior Marketing Partnership (Proctor Hospital) in 1996, established a Human Resource Consulting Service in 2001 and established Central Illinois Agents Alliance (CIIA), an insurance wholesale operation in 2003.

Bill has also served on several local not-for-profit boards including Community Workshop and Training Center, the Pekin Hospital Foundation and Pekin Country Club. He established the local Youth Soccer Association and coaching swimming for Pekin YWCA and AAU swim clubs.

We look forward to seeing you there! Approved for 1.5 credits!

Peoria Chamber of Commerce Outings

As members of the HIHRC, you are also a member of the Peoria Chamber of Commerce. You are all invited to an event on Thursday, July 20 from 3:00—5:00 PM at Ravina on the Lakes.

The Chamber would like to show their appreciation by inviting us to an afternoon filled with Knockerball, DJ/Karaoke, Craft beer tasting, sand volleyball, bag toss games and more!

Also coming up are Business After Hours at:

July 13—Weaver Ridge
August 10—Spirit of Peoria
September 14—Lincoln Office

October 12—Midstate College
November 9—4 Points by Sheraton, Peoria

Come join in the fun! It’s free!
A Big Thank You to our July Sponsor—Ultimate Software

A big thank you to our July sponsor—Ultimate Software. UltiPro unites all aspects of HR, payroll and talent management in one comprehensive cloud solution that delivers serious business benefits for your organization and the most human capital management functionality available. UltiPro delivers all the strategic HR functionality you need in one global system of record. Track all human capital management information about your employees, including personal information, employment history, benefits information, performance history and more.

Background Checks: 4 Myths, 4 Realities

When it comes to selecting the best candidates, going deeper than just face value should be a routine practice. But too often, employers wrongly buy into several myths about background checking, says a new Harris Poll.

**MYTH 1**—Background checks aren’t always necessary.

Reality: 18% of employers said they made a bad hire because they didn’t conduct a background check, bad news considering one bad hire costs $17,000 on average.

**MYTH 2**—All background check systems are created equal.

Reality: 29% of employers made a bad hire because they received bad information about the candidate. Fifteen percent have been sued because of background check related issues. Make sure you provider is accredited by the National Association of Professional Background Screeners. Also, explain your background check procedures to candidates in accordance with the law.

**MYTH 3**—My background check system provides a good experience for candidates.

Reality: 65% of employers have never tested out their system themselves to see what the candidate experience is like. Not only is it important for employers to experience the process first hand, it’s important to see feedback from candidates.

**MYTH 4**—Background checks typically take one to two weeks.

Reality—Background checks should be done in less than five business days. On average, they take one to three days. The longer the process, the higher the risk of losing candidates because to move on to another employer.

—The HR Specialist June

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Continued from Page 1—

****Sense of belonging. This is the fuzzy feeling employees get not only when they are praised, recognized and appreciated, but when they really understand how their work fits into the company mission. But there’s more to it. They must have complete buy-in to the company mission and have a passion for the products and services produced. When this is reached they feel they belong there. Four stars.

****Camaraderie. Liking the people you work with is the holy grail of workplace joy. Employees are people and people are social, so it make sense that when they strike up friendships at work, the magic begins. But be aware that this doesn’t last forever. Employees come and go and the faces as well as the dynamics change. Enjoy it while you have it.

When employees are supported and valued, they bring their best to their work and to their customers. Workplace culture is the tipping point for all performance. Average performers can improve in a great workplace culture. But even exceptional performers will shut down in a poor culture. Culture starts it all….or ends it all. If you want to tell applicants, ‘You’ll love working here,’ start with these tips and make sure your culture is an awesome one that you are proud to brag about!
Membership in the Heart of Illinois Human Resources Council SHRM Chapter #326 is available to individuals who desire to enhance their professional career in HR on a local level.

Did you know of all of the different opportunities that the Heart of Illinois Human Resource Council (HIHRC) members receive? There are many to share including, but not limited to:

- Recertification credits for SHRM-CP, SHRM-SCP, PHR, GPHR or SPHR certification
- Networking with other HR professionals in the tri-county area
- College-relations help and support (Bradley University)
- Professional growth and development along with a forum for problem-solving
- Leadership development, team awareness and organizational skills development
- Relevant regular training sessions with leading-edge speakers
- Scholarships to pursue education in the HR field or to earn your SHRM-CP or SHRM-SCP
- Reduced meal fees at meetings
- Free postings of HR jobs on our website
- Access to our member only site on our website at: http://heartofillinois.shrm.org
- Legislative updates
- Opportunities to volunteer in our community
- Attend Peoria Chamber of Commerce events as a HIHRC member
- Discounts on our SHRM Recertification Provider SHRM-CP and SHRM-SCP classes and luncheons
- Interactive social media
- Volunteer opportunities with other HR professionals
- Potential to join the SHRM HR Advocacy Team for the state of Illinois
- A chance to engage in lively conversations with other HR professionals who understand what you are going through!
- Advancing the HR profession
- Mentoring opportunities for someone new in HR to partner with a more advanced HR professional in the chapter

National SHRM members receive a discount off of our membership!

Membership dues for the remainder of 2017 are:

$37.50 for National SHRM Members and $50.00 for those HR persons not involved with SHRM at the national level. We also have a discounted program that you can pay ahead of time for your meals!
Save Your Samples

The HIHRC is holding a drive to assist others. As you are traveling or back to school shopping, grab those extra bottles of shampoo or toothpaste for someone in need.

We will hold a drive for items to help out others less fortunate with items such as:

- Shampoo
- Conditioner
- Toothbrush
- Toothpaste
- Floss
- Soap
- Washcloth
- Comb
- Hair brush
- Hair ties
- First Aid Kits
- Lotion

Feel free to bring them to the monthly HR meetings as we gather items or start preparing for our event in December with Share the Spirit!

SAVE THE DATE! August 31 at the Doubletree Hotel in Bloomington-Normal. This is our 2nd Annual collaboration.

This full day conference is one of the region’s largest events for HR professionals and business leaders, focusing on current issues such as employee engagement, leadership development, talent management, employment law and corporate culture.

Cost is $50 for SHRM/Chapter/AAIM-EA members and $75 for non-members.

Hosted by the SHRM chapters of Bloomington, Champaign, Decatur, Peoria, Springfield and AAIM Employer’s Association—this is one not to be missed!

The opening keynote speaker is Rob Bell and his presentation is, ‘Be a Ring Master! How to WOW Leadership’

There are then three breakout sessions throughout the day along with vendors and a closing keynote on HR Mega Trends.

Plus to top it off, at the end of the day is the SHRM Foundation 50/50 drawing and door prizes from vendors.

Registration will open soon and this event will sell out fast! Book early!

For more information about the conference, see the speakers or register, go to:
https://cihrconference.wordpress.com

Hope to see you there!
2017 Board of Directors

Cheryl Bane, SHRM-CP, PHR—Membership Secretary
Rob Burn, SHRM-SCP, SPHR—Treasurer
Ericka Carbis, SHRM-CP, PHR—Certification and College Relations
Erik Christian, SHRM-SCP, SPHR—Legislative, Sponsorships, Scholarships
Janice Hall, SHRM-CP, PHR—Program Chair, Invitations and Announcements
Alycia Hightower, SHRM-CP, PHR—Diversity Director, Back-Up Membership, SHRM Foundation
Christine Johnson, SHRM-CP, PHR—Workforce Readiness
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Elizabeth Smarjesse-Lankton, SHRM-CP, PHR—College Relations
Mary Stanbary, SHRM-SCP, SPHR—Membership Director
Bobbi Ulm, SHRM-CP, PHR—Past President/Marketing/Community Outreach/Communications Director
Nancy Wraith, SHRM-SCP, PHR—Chapter President/Communications/Newsletter

Please let any of us know if you need assistance, are interested in volunteering and/or joining a board committee. We would love to have you join us!