

# HRA-ECI

*Human Resource Association of East Central Illinois*

## May 9th Meeting to be held at:

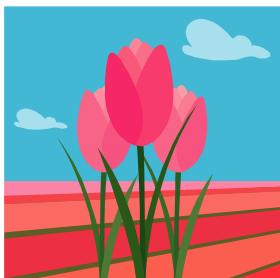


Quad Graphics

11:30 am—1:00 pm

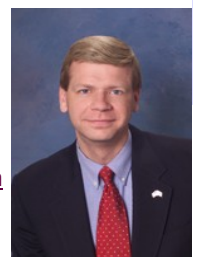
420 Industrial Avenue Effingham, IL

Topic: Legislative Update



## About our speaker: Sen. Dale Righter

Senator Dale Righter was appointed to the Illinois Senate in 2003. He previously served five years in the Illinois House of Representatives and was elected to a four-year term for the 55th District in November 2002.



Righter is currently the Republican spokesperson for the [Senate Health & Human Services Committee](#) and as a member of the [Financial Institutions and Transportation Committees](#). He is also a member of the [Legislative Audit Commission](#), the Senior Pharmaceutical Review Committee and the [Council on Aging](#).

During his time in the Illinois General Assembly, Senator Righter has spearheaded legislative initiatives on a wide variety of issues, including economic development, school funding, health care and governmental accountability. Additionally, he sponsored legislation expanding newborn screening in Illinois to better utilize current medical advances for the health of infants and their families; measures to expand the Freedom of Information Act so taxpayers better know how their tax dollars are spent; and laws promoting the use of ethanol and other renewable fuels.

Righter was born and raised in Mattoon, Illinois. He attended Mattoon High School and Eastern Illinois University where he received a degree in accounting in 1988. Righter then attended Saint Louis University School of law, where he received his Juris Doctor in 1991. He is currently Of Counsel with a small law firm in Charleston and works as a part-time college instructor.

He also serves as Republican precinct committeeman in Mattoon and a member of the Republican Century Gold Club. Senator Righter lives in Charleston and has two children

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# APRIL MEETING

For our April meeting, we had 21 people attend the meeting at Lake Land College in Mattoon. There were 4 \$25 gas cards given away at the meeting. The lucky winners were: Gina Graham, Mike Doyle, Brent Hotsinpillar, and Peggy Lawson.

Also, it was announced to the members that our East Central Illinois SHRM chapter was awarded the 2010 Gold Edge Award.

Diane Rieck announced that on Wednesday, May 18h Express will be putting on the **2011 Refresh Leadership Live** simulcast. Guest speakers will include Walter Bond and Peyton Manning. For more information please go to: <http://mattoonil.expresspros.com/>

A.J. Gallagher sponsored our meeting and also presented to some of the latest news and information on worker's compensation. The speakers were Lacy Miller, Andrew Miller, and Cary Peters. They gave us a lot of great information, which is included below:

- The earthquake in Japan is causing all insurance rates to rise, including work comp rates, which normally happens after catastrophic events due to the small number of major insurance companies in the world.
- Due to these rates going up, work comp rates will continue to rise, which will be hard on Illinois businesses. Work comp is already the insurance that costs companies the most.
- When your company is getting insurance, there are steps you can take to make sure you look good to the underwriters:
  - Make sure you have your loss runs for the last 5 years
  - Make sure any payroll changes are explained
  - Implementation of safety and incentive programs and safety meetings
  - Having Business Interruption Insurance
- An essential piece of keeping workers compensation rates lower is getting your employees back to work. If an employee misses more than three days, you will be required to start paying them for their missed time. On top of that, if you do not get them back to work you become responsible for 100% of the claim, whereas you are only responsible for 30% of the claim if you get them back to work. So, create light duty work for people with minor injuries to insure that they can get back to work.
- HR can play a role in reducing work comp rates by writing thorough job descriptions (providing physical requirements), practicing sound hiring strategies (drug testing and medical exams), and having a good relationship with the occupational health physicians in your area.

## QUESTIONS/CONCERNS???

Please remember to check our website for updates on meetings. You can find our website at: <http://www.hraeci.org>.

If you have any questions or concerns, or if there is anything that we can help with please let us know. Feel free to send any questions for the group to [hraeci@yahoo.com](mailto:hraeci@yahoo.com)

## **RSVP for May 9th to Secretary Brent:**

Please **RSVP** by noon, **Wednesday, May 4th** to [hraeci@yahoo.com](mailto:hraeci@yahoo.com)

*Please specify how many will attend for our food count.*

\$10 for HRA-ECI paid members and \$20 for non-members. The cost includes presentation, networking, and lunch.



Location of meeting: Quad Graphics

11:30—1:00 pm