WE'RE HERE FOR YOU.

BENEFICIAL SOLUTIONS
an employee benefit consulting group

Let the experts take care of making sure you're compliant and trained.

- ✓ Illinois Mandatory Anti-Harassment Training Requirements
- ✓ DOL Issues Final Rule Regarding Changes to Salary Threshold for Exempt White-Collar Employees
- ✓ Illinois Legalizes Recreational Marijuana

NEW LAWS IN ILLINOIS EFFECTIVE JAN 1, 2020

Helping you to hire and keep better employees
Attract. Educate. Retain.

BENEFICIALSOLUTIONS
an employee benefit consulting group

NEW LAWS IN ILLINOIS EFFECTIVE JAN 1, 2020

Let Beneficial Solutions be your HR resource to manage these new requirements.

Illinois Anti-Harassment Training Requirements

On August 9, 2019, Governor J.B. Pritzker signed Public Act 101-0221 into law. The new law not only prohibits agreements to arbitrate claims involving discrimination, harassment, and retaliation for complaining about discrimination or harassment, but also changes sexual harassment reporting and training requirements, and impacts how union representation is handled during the course of events related to claims of sexual harassment.

Training Requirements

The new law amends the Illinois Human Rights Act to require all employers to provide annual sexual harassment prevention training to all employees. The training must include:

- an explanation of sexual harassment
- examples of conduct that constitutes unlawful sexual harassment
- a summary of relevant state and federal laws prohibiting sexual harassment and the remedies for violations of these laws; and a summary of the employer's responsibility to prevent, investigate, and correct sexual harassment
- **Employers who do not provide compliant training will be subject to civil penalties, including a $500 penalty to businesses with less than 4 employees, or a $1,000 penalty to those with 4 or more employees. Penalties for subsequent violations can rise to $5,000 per violation.**

http://ilga.gov/legislation/publicacts/101/101-0221.htm

Illinois DOL Salary Threshold Increase

On Sept. 24, 2019, the U.S. Department of Labor (DOL) released its final rule that boosts the salary threshold at which workers are eligible to receive overtime, making a major change to employee exemption criteria under the Fair Labor Standards Act (FLSA). Effective Jan. 1, 2020, this extends overtime protections to more than 1.3 million currently exempt workers making less than $684 per week (or $35,568 per year)

Four important steps businesses might consider taking to offset potential labor cost increases, implement changes and manage any far-reaching effects are:
STEP 1: AUDIT YOUR WORKFORCE
STEP 2: EVALUATE THE DATA TO DETERMINE THE BEST COURSE OF ACTION
STEP 3: MAKE ANY NECESSARY CHANGES TO POLICIES, JOB DESCRIPTIONS, PROCEDURES AND TECHNOLOGY
STEP 4: CREATE A COMMUNICATION STRATEGY

https://www.dol.gov/agencies/whd/overtime/2019/index

Illinois Legalizes Recreational Marijuana

The Illinois General Assembly passed the Cannabis Regulation and Tax Act ("the Act") (HB 1438) on May 31, 2019. Governor J.B. Pritzker has stated he will sign the bill. The Act legalizes marijuana for recreational purposes. The Act, which takes effect on January 1, 2020, will allow anyone over the age of 21 to possess, use, or buy marijuana, which will be considered a "lawful product." For employers, the end of Illinois' prohibition on recreational use invites a host of practical problems moving forward.

http://ilga.gov/legislation/101/HB/10100HB1438sam002.htm

Disclaimer: the information provided herein is for general informational purposes only. Accordingly, beneficial solutions does not warrant the completeness or accuracy of the above information. The information displayed herein is provided on an "as is" basis with no assurance of completeness, accuracy or timeliness of the information, and without warranty of any kind, express or implied, including but not limited to any warranties of performance, merchantability, fitness, or for any particular purpose. No license, express or implied is granted or intended hereby.

Helping you to hire and keep better employees
Attract. Educate. Retain.

Contact me to set up a meeting today!

Rick Aspan / Senior HR Business Partner
rick@beneficialsolutions.com
beneficialsolutions.com
Office: 630.717.8282
Cell: 630.605.8108