

May 25, 2023



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P.S. All Employers – Chicago’s Harassment Prevention Training Requirements Apply to You If You Have Any Employees Working in Chicago

By: Beverly P. Alfon

Amundsen Davis LLC

The Chicago Human Rights Ordinance makes it a civil rights violation “[f]or any employer, employee, agent of any employer, employment agency or labor organization to engage in sexual harassment.” Municipal Code of Chicago, 6-010-040. As we previously discussed in a [blog](#) last year, Chicago’s City Council amended the Chicago Human Rights Ordinance by expanding the definition of sexual harassment and adding various requirements related to harassment prevention training, policy, postings and recordkeeping.

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Time Is Money: A Quick Wage-Hour Tip on ... When To Pay For Downtime

By: Adriana S. Kosovych

Epstein Becker Green

In common parlance, the concept of “work” connotes some physical or mental exertion. The law, however, defines the term more broadly, and properly compensating employees often is not as simple as paying for all time spent performing “work” in the usual sense of that term. The Fair Labor Standard Act (“FLSA”) and the laws of many states require employers to also pay for certain periods of time during which employees are idle and simply waiting to begin working—even if those employees never become engaged in work.

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Inflation Brings Changes to Health Plan Limits - More Savings Opportunities (and Spending) Ahead

By: Carrie Byrnes, Michael Best & Friedrich LLP

Looking for a silver lining to the highest annual inflation rate since the early 1980s? Well, here's one: The IRS has announced (in Rev. Proc. 2023-23) the inflation-adjusted health savings account (HSA) contribution limits for 2024 revealing big increases.

Those with self-only coverage will be able to contribute \$4,150 for 2024 (up from \$3,850 for 2023). Family coverage similarly increased and, for 2024, the annual contribution limit will be \$8,300 (up from \$7,750 in 2023). The catch-up contribution limit (applicable to those age 55 and older) remains unchanged at \$1,000. HSA contributions are a tax planner's dream given that eligible contributions are pre-tax, can grow tax-free (if invested) and can be distributed tax-free for eligible expenses.

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Terminations, Layoffs, and Separations – an Employer Refresher

By: John R. Hayes, Amundsen Davis

There seems to be an almost daily litany of layoffs by large corporations that instantly become media fodder. For example, McDonald's recent layoff, widely reported to have impacted hundreds of white collar employees, comes on the heels of mass layoffs by Amazon, Meta, and Disney. Given this climate, it is best for employers to take a look at their policies and procedures for terminating employees, whether individually or as part of a larger reduction in force to ensure compliance with state and federal law.

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Ready or Not: Form I-9 Flexibilities are Winding Down

By: Dawn Lurie, Matthew Parker, and Amber Stokes | Seyfarth Sha

On May 4, 2023, the U.S. Department of Homeland Security (DHS) and U.S. Immigration and Customs Enforcement (ICE) announced the official sunset date for COVID-19 related Form I-9 physical inspection flexibilities: July 31, 2023. Additionally, ICE advised that employers would have 30 days, or until August 30, 2023, to complete an in-person verification of all employees that were virtually verified since March 2020. Yesterday's announcement put an end to the speculation of whether the remote policy would run past July, and whether employers would only have three days after the termination of the flexibilities in which to update I-9s. No and No.

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Amazing Member

HealthPro Innovation Workforce Solutions, LLC

By: Diane Cafi, President & CEO

In 2012, our first business venture was Nursing Excellence Continuing Education Services. In mid-2018, we established HealthPro Innovation Workforce Solutions, LLC in Oakbrook Terrace, Illinois. The company is a Medical – Nurse Staffing Firm. We are a family-owned business, certified as a Woman-owned small business and a woman business enterprise. We provide medical-nursing personnel to healthcare facilities.

We collaborate with our partnering facilities and promote public safety. Onsite training and orientation are provided to our licensed and unlicensed personnel assigned at our partnership locations. We have a LIVE recruiter available 24/7 with access to an Illinois and national nurse registry across disciplines.

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2023 Women in Business Conference



Strong Women. Stronger Illinois

Illinois women are Second to No One. We have amazing talent, determination, intelligence, and resolve.

The Illinois Chamber welcomes you to our women's conference as we come together to discuss and further dreams of our already strong women for a stronger Illinois. This year's theme is "Celebrate Success." The robust agenda

will provide time for networking and connecting with professionals, and topics providing takeaways for all to take back to the office

or home.

[Agenda](#)

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Contact Information



Questions?

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