

# HR CORNER NEWSLETTER

JULY 2023

Management resources for all things HR related. Stay up-to-date on company information, policies, benefits and much more! Stay informed on processes and requirements.



## 8 Methods and Techniques for Communicating Change Limeade

- Be clear and honest when communicating change to employees
- Use care when communicating organizational change
- Tell employees what's in it for them
- Set expectations with change management communication
- Tell employees what they need to do
- Cascade leadership messages on change
- Target your change management communication
- Create two-way strategies for communicating change

**Minimum Wage Increases**  
Eff. 07/01/2023

City of Chicago -  
\$15.80/hr  
Cook County -  
\$13.70/hr  
State of IL -  
\$13.00/hr

Please visit [Manager Resource Page](#) to review article.



# Retaliation

SHRM - Society for Human Resource Management

What constitutes retaliation?

- Retaliation is defined as action taken in return for an offense or injury.
- Retaliation occurs when an employer takes an adverse action against a covered individual because the employee engaged in a protected activity.

Examples include

- Termination
- Refusal to hire
- Denial of promotion
- Threats
- Negative performance appraisals
- Increased monitoring

It's important to comply with laws against retaliation because:

- These laws encourage employees to come forward, without risk of adverse action such as termination, to report unlawful actions. Stopping unlawful employment actions helps make the workplace and our society safer, more enjoyable and rewarding for everyone
- Federal employment laws that include protection against retaliation are:
  - Affordable Care Act (ACA)
  - Age Discrimination in Employment Act (ADEA)
  - Americans with Disabilities Act (ADA)
  - Civil Rights Act of 1964 (Title VII)
  - Equal Pay Act (EPA)
  - Fair Labor Standards Act (FLSA)
  - Family and Medical Leave Act (FMLA)