



# tma news bulletin

THE VOICE OF MIDWEST MANUFACTURING



**FRIGID TEMPS  
SEND MIDWEST INTO  
HEATED ENERGY DEBATE**

---

**THE IMPACT ON MANUFACTURING**

# HR PEER GROUP DISCUSSES NEW STATE LAWS

The state of Illinois adopted 250 new laws that went into effect January 1, 2019, with three key measures of particular interest to Illinois employers:

1. New Illinois Service Member Employment and Reemployment Act requiring rehiring of military personnel
2. New Wage Act amendment requiring expense reimbursement
3. Illinois Secure Choice requiring certain employers to enroll full- and part-time employees in Illinois-sponsored Roth IRA savings plan

Each of the three new laws were discussed in late January during TMA Human Resource specialists' peer group meeting. **Jeralyn Baran, attorney from Chuhak & Tecson PC**, shared an overview of each.

Briefly, the Illinois Service Member Employment and Reemployment Rights Act imposes obligations on all public and private employers to protect the rights of military personnel to reinstatement following military service with the same seniority and pay and opportunities for promotion. The measure became effective January 1, 2019.

Secondly, the Illinois Secure Choice Savings Program Act requires profit and non-profit employers with at least 25 employees that have been in business for two years and have no retirement plan to participate in the state's new pension plan. Unless an employee opts out, the employer is required to deduct five percent of the employee's gross pay and send to the state's Secure Choice program. The measure goes into effect at certain times depending upon the company size.

Finally, a new Wage Act amendment requires Illinois employers to reimburse required expenses. The amendment defines "necessary expenditures" as "all reasonable expenditures ... required of the employee in the discharge of employment duties and that inure to the primary benefit of the employer." The measure became effective January 1, 2019.

**For more information on the laws, see Chuhak & Tecson's website at [www.chuhak.com](http://www.chuhak.com).**

To learn more about upcoming TMA Human Resource Peer Group meetings, contact [cdonofrio@tmailillinois.org](mailto:cdonofrio@tmailillinois.org).

## TAX CHANGES MANUFACTURERS NEED TO CONSIDER NOW

The Tax Cuts and Jobs Act made significant changes to tax laws that impact manufacturers.

Understand the different implications impacting investments and growth and ensure your manufacturing company is taking advantage of the new provisions before time runs out.

**DOWNLOAD 6 STRATEGIES**  
[www.dhjj.com/tax-strategies-for-manufacturers](http://www.dhjj.com/tax-strategies-for-manufacturers)



CERTIFIED PUBLIC ACCOUNTANTS  
BUSINESS ADVISORS  
FINANCIAL ADVISORS

If you or your business is looking for tax, audit, accounting, business advisory, or financial advisory services, contact us today at 630.420.1360 or email us at [dhjj@dhjj.com](mailto:dhjj@dhjj.com).

NAPERVILLE | ST. CHARLES [www.dhjj.com](http://www.dhjj.com)

## Markforged

### 3D Printers Made for the Shop Floor

### OUTPERFORM 6061 ALUMINUM

- Industrial large-format 3D composite printer
- Reliable, precision printing for intricate designs

### APPLICATIONS

Soft Jaws, custom tooling, inspection fixtures, welding fixtures, end-of-arm tooling etc.



## Test Us. We'll print your part.

### Ask about 3D Printed Metal Options

Mention this ad and receive free material with your 1st order.

**SHOPWARE** [sales@shopwareinc.com](mailto:sales@shopwareinc.com)  
[www.shopwareinc.com](http://www.shopwareinc.com) • 888-222-7126

**TECHNOLOGY & MANUFACTURING ASSOCIATION**

1651 Wilkening Road  
Schaumburg, IL 60173  
847.825.1120  
847.825.0041 fax  
www.tmaillinois.org

PRESORTED  
STANDARD  
U.S. POSTAGE PAID  
PERMIT NO. 319  
PALATINE, IL



tma

# TMANEWS.COM

TECHNOLOGY + MANUFACTURING + NEWS

Find out what's going on in your industry,  
in your association, and among your peers.

Connect and interact with other TMA members and industry professionals.

Learn what's happening locally and nationally.