



QUARTERLY WEBINAR SERIES

MAXIMIZE YOUR MEMBERSHIP

Understand Your Benefits &
Make Connections



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Understand Your Benefits & Make Connections

24/7 HR Hotline & Online Resource Library



Susan Fronk
President and CEO

MARKET FACTORS

HR is more
complex & critical
than ever before.

Remote/Hybrid Working Challenges

Managing and retaining remote
and hybrid working.

Economic Uncertainty

Political and market volatility
places increased importance
on organization resilience.

Generative AI

Identifying integration
opportunities and managing
employee fears.

Pace of Change

The Great Acceleration
is in full swing

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Membership Overview



Dan Dugan

*Member Relations
Director*



Agenda - Membership Overview

1. Valued Member Benefits that are often overlooked.
 - a) MRA Capabilities overview
 - b) 2026 Training Catalog
 - c) MRA Referral Program
2. Upcoming MRA events

MRA Is Your TotalHR® Resource

THE MRA DIFFERENCE

**Midwest-Based,
Nationwide HR
Solutions with Local
trusted experts!**

*Supporting People,
Powering Business*

Nation's Largest Nonprofit Employer Association

Comprehensive HR and business solutions

Serve over 5,500 organizations

Support over 1.5 million employees

Team of 200+ experts serving as your trusted partners

MRA by the Numbers

2024 Annual Solutions

5.5K

Employers Served

1.5M

Employees Covered



26.3K

Hotline
Inquiries



500

HRBP
Assignments



110K

Resources
Downloaded



33.4K

Training
Participants



1.3K

Roundtable
Participants



12K

Conference
Attendees



21K

RBI
Reports



89K

Recruiting
Candidates



75

Surveys &
Research

MRA is Your TotalHR® Resource

HR Services

- 24/7 HR Hotline
- HR Resources
- HR Business Partners
- Employee Handbooks/Policies
- Employee Payroll Administration
- Audits (HR, I-9, Payroll)
- Employment Investigations
- Affirmative Action
- Labor Relations
- Safety
- Publications
- Conflict Resolution



Learning & Organization Development

- Leadership Development
- HR Training & Certification
- Business & Soft Skills Training
- Conferences & Events
- Executive & Professional Roundtables
- Distance Learning Opportunities
- Employee Engagement Assessments
- Coaching
- Strategic Planning
- Succession Planning
- Conference Center Room Rentals

Talent Management

- Recruiting
- Reference & Background Investigations
- Talent Management
- Retention Services
- Outplacement & Career Management
- Intern Leadership Program



Member
Preferred
Pricing

30%+ off



Total Rewards

- Compensation Planning
- Benefits Benchmarking
- Marketplace Surveys
- Compensations, Benefits, & Business Trends Surveys
- Custom Surveys
- Total Compensation Statements

MRA Membership Benefits

- **Unlimited HR Hotline Access (24/7):** You have a question, we have an answer! Call any day, any time! Our 24/7 HR Hotline answers the phone in under 8 seconds during business hours.
- **Member Preferred Pricing:** MRA members save 30% or more on services and training.
- **HR Online Resources:** MRA's Resources has everything you need, from sample HR policies, forms, job descriptions, toolkits, and articles, many downloadable in Microsoft Word or Excel.
- **MRA Compensation, Benefits, and Business Trends Data:** MRA Surveys provide insights to help you complete, stay informed, and attract and maintain the talent you need.
- **Thought Leadership & Compliance Updates:** Access to our monthly compliance newsletter, updates on all things HR professionals need to know and Talent Report+ webinar.
- **CCH Compliance Library:** Provides members access to extensive compliance solutions.
- **HRCI Partnership:** HRCI Credits and exam prep discounts.
- **Job Posting Services:** Complimentary HR Job Position Posting





In partnership with



2025 ANNUAL **PAYROLL TAX** **AND FRINGE BENEFITS** **UPDATE**



mymra.org/uex

Key Discussions & Insights

- ✓ One Big Beautiful Bill Act
- ✓ Federal Payroll & Tax Updates
- ✓ Secure Act 2.0
- ✓ State-Specific Updates

PRESENTER



Amanda Dussold
MSA, CPA

Live Online
December 12, 2025



Employment Law Update

ELU is expanding this year!

In addition to the premier virtual Employment Law Update held each February, each state will have a half-day, in-person law event during the summer. Members & non-members will have the option to register for the virtual event, the in-person event, or a bundle which includes the virtual event plus their local in-person event.

Dates & Locations

2026 Employment Law Update

February 19

Virtual

2026 Mid-Year Employment Law Updates

In-Person

June 16

Cincinnati, OH

July 14

Golden Valley, MN

July 21

Palatine, IL

August 4

Davenport, IA

August 5

Pewaukee, WI



2026 Training Catalog

Leadership

Development

Human Resources

Business & Soft
Skills



s reserved.



Refer a Colleague & Save!

Member Referral Program

Refer a new member to MRA and receive **\$500 off** your next year's dues when they join. Talk up your MRA experience with a colleague you think would benefit!

Referring members strengthens your business potential by expanding your MRA network, boosting the depth of MRA's benchmark survey data, and growing MRA's library of tools and templates that members share.

To learn more scan the QR code
or visit mymra.org/de5a44





Poll Question

Have you used MRA's Hotline service?

- Yes, I love the Hotline!
- No, I can't believe I haven't tried it yet!



Poll Question

What is your biggest challenge heading into 2026?

- Talent Shortages
- Succession Planning
- Keeping up with Compliance
- Never-ending Project List
- Employee Relations

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**Benefit Spotlight: 24/7 HR Hotline, Online
Resources Library**



Nicole Morehouse
Manager, HR Hotline



The People Behind Your Team

What is the HR Hotline?

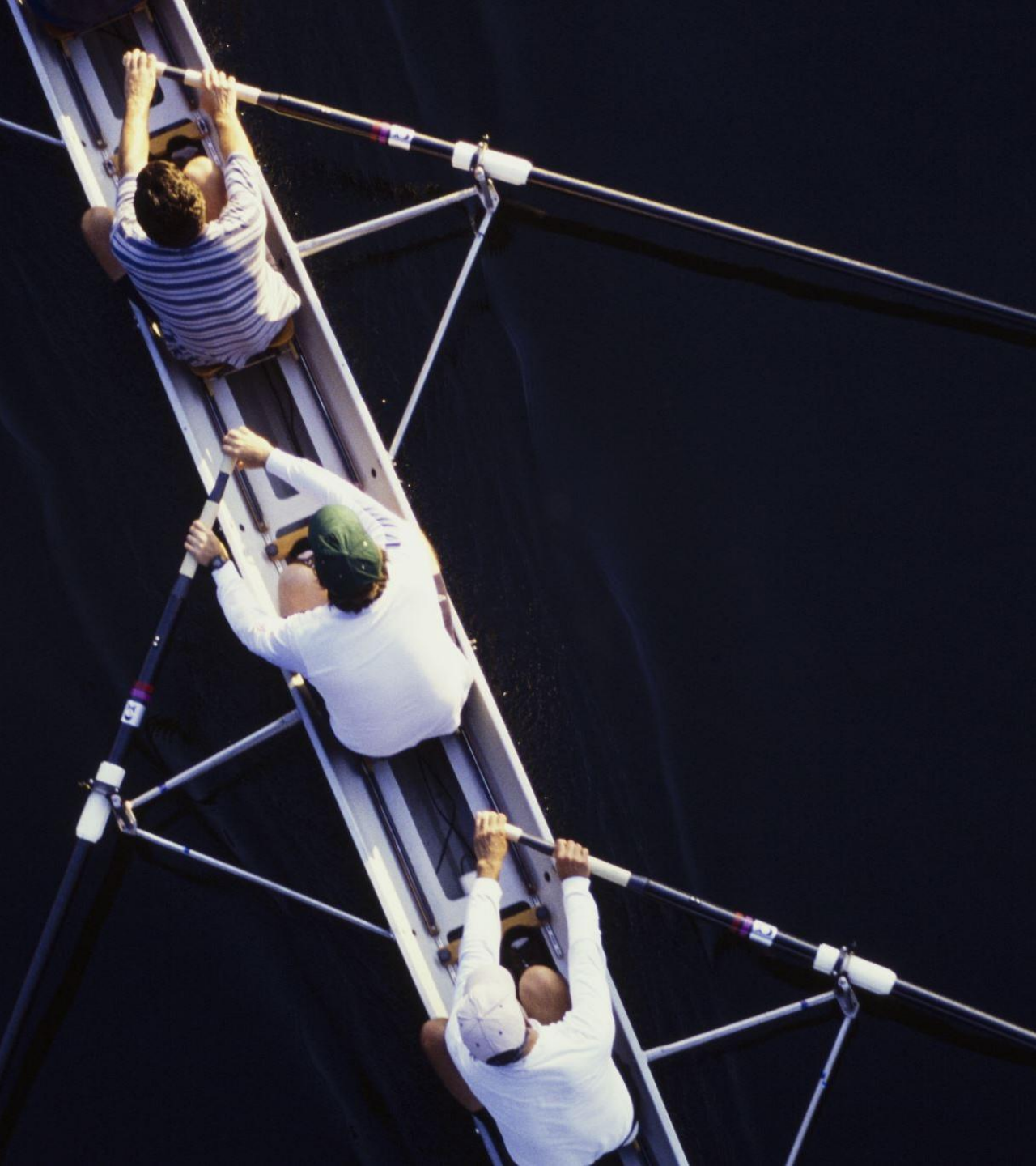
Live support

Experience you can trust

Personalized experience

Live Interactions, When It Matters Most





Reasons to Use the Hotline

Quick resolutions of issues.

Our team is your team.

Compliance and risk management.

Curb expenses.

Why do our members seek advice?

Complex Leave Situations



Legislative Compliance



Other Common Reasons

- Best practices
- Trends and data
- Policy development considerations
- Performance management considerations
- Investigation considerations
- Separation considerations
- Locating resources
- Referrals to other services offered by MRA

How to Reach the Hotline

1



Call

- 866-HR-Hotline
- 24/7/365

2



Email

- InfoNow@mranet.org
- During business hours, Monday through Friday, 8 a.m. to 5 p.m. Central & Eastern Time Zones
 - Same-day response

3



Web

- www.mranet.org
- During business hours, Monday through Friday, 8 a.m. to 5 p.m. Central & Eastern Time Zones
 - Same-day response

Next Level Experience

Video Conferencing



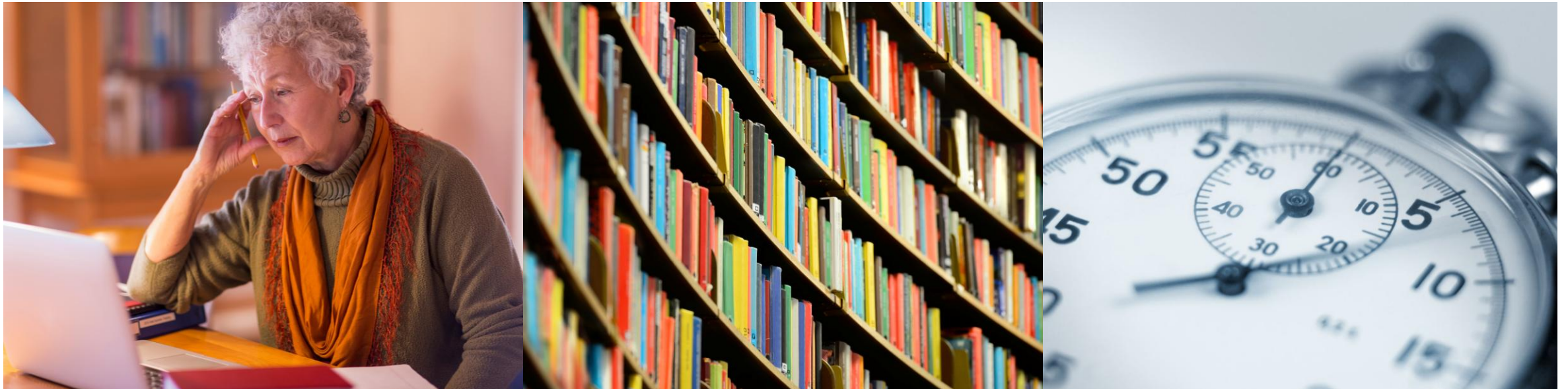
Scheduled Call





Every Encounter Matters

Online Resources



Website Resources

← → ↺

mranet.org/user-dashboard

☆

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or [Browse Topics >](#)

Ask the HR Hotline



The Trusted HR Experts

/ Why MRA

/ HR Services

/ Learning

/ Talent

/ Total Rewards

/ Resources

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Resources >>>

Relevant. Practical. Adaptable.
Available 24/7.

CCH Compliance Library

Stay informed and compliant through this exclusive resource

Toolkits

Our toolkits combine relevant information on popular topics

Policies

Sample policies can be modified to fit the needs of your organization

Guides

How-to guides for dealing with workplace and employee situations

Checklists

Checklists can ensure you've covered the basics on your task list

Forms/Letters

Sample forms/letters to communicate information to employees

Job Descriptions

Sample job descriptions can be modified to fit the needs of your organization

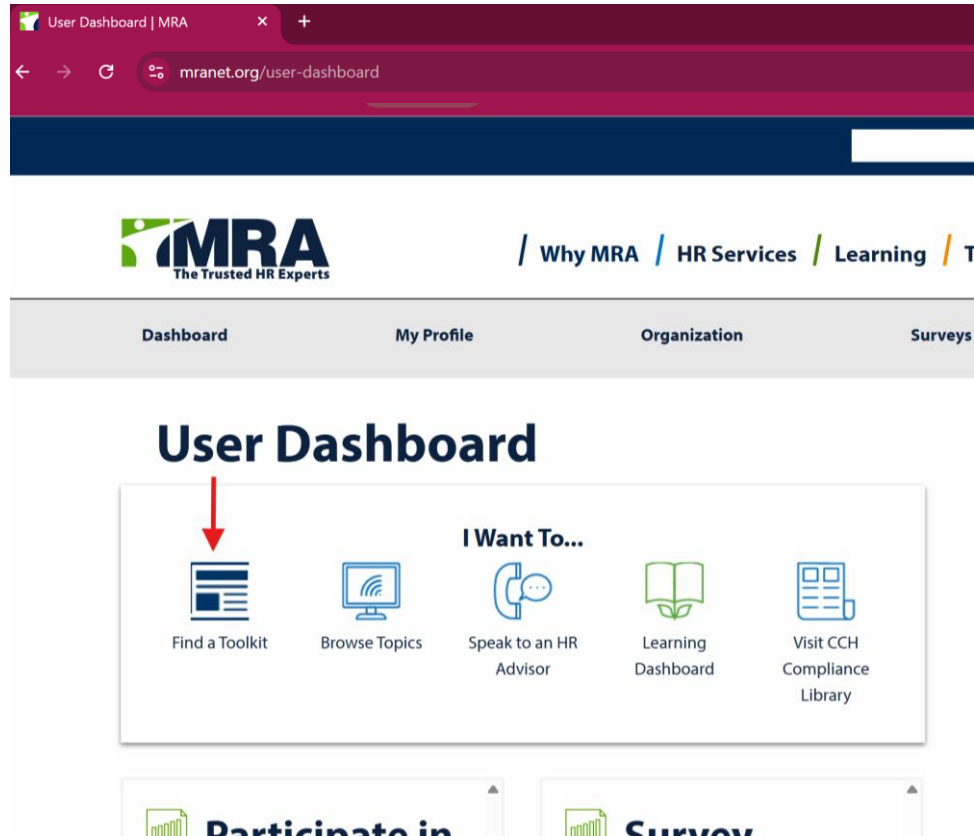
Blog

Timely and perceptive reflections on what's going on in the HR world

Videos

View our video library of various topics

Toolkits



Popular

- ADA
- Do It Yourself Labor Posters
- FMLA

Drug, Marijuana, and Alcohol

- [How to Recognize and Handle Substance Abuse in the Workplace](#)
- [State and Federal Employment Law Compare Chart \(CCH\)](#)
- [Video: Recognizing and Handling Substance Abuse at Work](#)
- [Employee Use of Prescription Medication in the Workplace](#)
- [Employee Confessions of Drug and Alcohol Use](#)
- [The Different Types of Drug and Alcohol Testing](#)
- [Q&A for Illinois Employers on Recreational Marijuana](#)
- [Drug and Alcohol Testing Policy Guidelines](#)
- [OSHA Guidance on Post-Accident Drug Testing and Fitness for Duty](#)
- [Opioid Prevention Toolkit](#)
- [Marijuana and the Workplace—A Guide for Employers](#)

MRA Sample Policies/Forms/Checklist

- [Drug and Alcohol Policies](#)
- [Drug and Alcohol Last Chance Agreement](#)
- [Policy and Procedure for Drug and Alcohol Reasonable Suspicion](#)
- [Reasonable Suspicion of Impairment Observation Form](#)
- [Drug and Alcohol Policy Checklist](#)
- [Authorization Forms for Release of Information for Drug Testing and Fitness for Duty](#)
- [Minnesota Sample Drug Testing Policy](#)
- [Minnesota Notification for a Positive or Negative Drug Test Result](#)
- [Notification and Consent Form for Drug and Alcohol Testing for Minnesota Employers](#)

MRA Training Opportunities

- Visit MRA's [training catalog](#) for current training opportunities.

Department of Transportation (DOT)/Federal Motor Carrier Safety Administration (FMCSA)

CCH Compliance Library

User Dashboard

I Want To...

				
Find a Toolkit	Browse Topics	Speak to an HR Advisor	Learning Dashboard	Visit CCH Compliance Library

Employment Law Charts



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→ [State and Local Withholding](#)

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→ [Job Descriptions and Performance Reviews by HRTMS](#)

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State Laws

1 Select Topics

Employment Law Jurisdictional Compare Smart Chart Summaries

Employment Law Jurisdictional Compare Smart Chart Summaries

Wolters Kluwer Smart Chart™

1 Select Topics

2 Select States

3 Your Results

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Display As:   

Meal and Rest Periods → → → Applicable Laws and Regulations

State	Applicable Laws and Regulations	Links to State Law Summary
Federal	Federal law generally does not require employers to provide employees with meal or rest periods. However, compensability of meal and rest periods, applicable to private and public employers, is addressed by the Fair Labor Standards Act in the United States Code at Title 29, Chapter 8, Sections 201 through 219 and in the Code of Federal Regulations at Part 785, Title 29, Chapter V, Sections 785.18 and 785.19. [Note also that federal regulations may address rest periods/off-duty requirements for certain industries or occupations, such as motor vehicle drivers.] Break time, Nursing mothers: The Fair Labor Standards Act is amended by the Patient Protection and Affordable Care Act (P.L. 111-148; H.R. 3590, Section 4207, enacted March 23, 2010), to add a new subsection to the law to require that employers provide a reasonable break time for an employee to express breast milk for her nursing child. United States Code, Title 29, Chapter 8, Section 207(r) (29 U.S.C. 207(r)). The Consolidated Appropriations Act of 2023, Pubic Law 117-328 (H.R. 2617), L. 2022, enacted December 29, 2022, includes, under Division KK, Secs. 101 through 103, the "Providing Urgent Maternal Protections for Nursing Mothers Act" also known as the "PUMP Act." The provision adds a new Section 218d to the Fair Labor Standards Act of 1938 (29 U.S.C. 218d) relating to	

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What's New

→

Email Alerts ON

Unemployment Insurance -- New York's maximum weekly benefit amount increases, (Nov. 10, 2025)

ICI urges Treasury to clarify rules for employer contributions to Trump Accounts —FEDERAL NEWS, (Nov. 10, 2025)

EXPERT INSIGHTS—State PBM laws: A complicated landscape for self-funded health plans to navigate —FEDERAL NEWS, (Nov. 10,

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Payroll

State Employment Law

News

Employment Law Jurisdictional Compare Smart Chart

Alabama

☒ State Employment Law

☒ News

☒ Alabama

☒ Arizona

☒ California

☒ Connecticut

☒ District of Columbia

☒ Georgia

☒ Idaho

☒ Indiana

☒ Employment Law Jurisdictional Compare Smart Chart

☒ Alaska

☒ Arkansas

☒ Colorado

☒ Delaware

☒ Florida

☒ Hawaii

☒ Illinois

☒ Iowa

Inside HR



October 15, 2025



National News

Employer Guidance During a Shutdown

Federal government shutdowns create operational and financial challenges for employers connected to federal activities. The impacts vary with the shutdown's length and employers' reliance on federal operations, requiring proactive planning and awareness to mitigate risks. Read additional insights from MRA's Hotline Manager and Inside HR Editor, Nicole Morehouse.



When the Federal Government is Closed for Business

Nicole Morehouse, Manager, HR Hotline

[Read the Article](#)

Don't Miss Out

Newsletters

Manage Your Email Preferences

MRA offers a variety of cutting-edge digital newsletters to keep you informed. Unsubscribe from MRA subscriptions by clicking the "Unsubscribe" button below.

Workplace Weekly, a Weekly Email

Your one-stop-shop for helpful updates, insightful information, and member highlights to keep you informed, inspired, and engaged every week.

Inside HR, a Bi-Weekly Newsletter

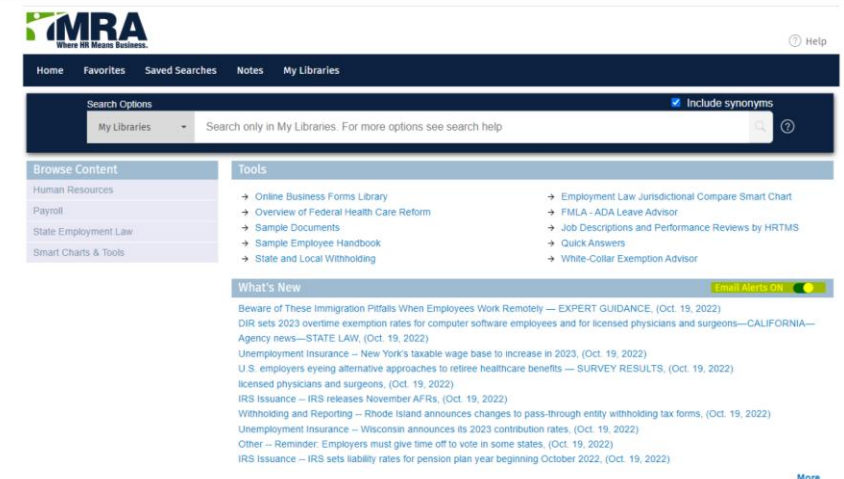
Providing HR headlines, practical compliance tips, and relevant resources. MRA summarizes what you need to know so you can quickly stay up-to-date on the latest HR news.

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Some Tech Stuff

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 - @salesforce.com
 - @cchnews.com
 - @connect.mranet.org



Thank You!