



Lawrence, KS #486

THE RESOURCE

October 2014

“Health Care Reform: Where Are We Now?”

Presented by: Charlie Upton
President, HR Benefits, Inc

Tuesday, October 14, 2014

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Presentation:

The year 2014 was supposed to mark the full implementation date of the Affordable Care Act (ACA). The ACA brought about many changes from both an employer perspective as well as the employer and employee communication perspective. This presentation is intended to inform attendees on the Federally-facilitated Marketplaces for individual health insurance as part of the Affordable Care Act—and the key concepts that apply to the Federally-facilitated Marketplaces. This presentation will also include ACA legislative updates in 2014 and its impact on small groups (under 50) as well as larger groups (+50) in 2015.

This is a great opportunity to bring your questions, ideas and challenges for discussion with Charlie as well as with other human resource members. Let’s get a conversation going about how companies are implementing the ACA changes and best practices.

Bio:

Charlie Upton is President of HR Benefits, Inc., an Employee Benefit Consulting firm. He works with HR managers and owners of various sized companies assisting with employee benefit plans, including group health, dental, disability, and life insurance and specializing in Health Care Reform, individual coverage and benefit consulting. He began his business in 2009 and has been working in the employee benefit industry since 1997. Charlie’s previous work history includes radio and television advertising sales in the Lawrence, KS area. Charlie received his BA Degree in Psychology from the University of Kansas. When Charlie is not working with his clients and prospective clients, he enjoys spending time with his wife and two children at his home in Vinland Valley.

HRCI has approved this presentation for 1 general credit.

REGISTER ONLINE: www.jayhawkshrm.org



Tuesday, October 14, 2014

Registration begins at 11:15 a.m. * 11:30 a.m. Buffet Lunch Available * 11:45 Opening Business Chapter Announcements * 12:00 Speaker Presentation * 1:00 Meeting Adjourned
Location: Pachamama’s Alton Ballroom, 800 New Hampshire Street, Lawrence, Ks 66044

Cost: \$15 if pre-registered by Thursday noon deadline prior to chapter meeting * \$20 after Thursday noon pre-registration deadline or walk in at the door.



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www.jayhawkshrm.org**President's Message**

"If human beings had genuine courage, they'd wear their costumes every day of the year, not just on Halloween." - Douglas Coupland



October is here and with it we have the leaves turning and the cooler temperatures of fall. October also brings one of my favorite holidays: Halloween. I truly love the sense of community when I see kids and families trick or treating in neighborhoods, Downtown Lawrence, or at organized group events. Every single year I am amazed at how genuinely creative people are with their costumes.

We all have different masks that we wear or roles we play in the world: spouse, child, parent, friend, employee, employer, etc. For those of us in HR interacting with others in our organizations sometimes means adjusting what role we play. Sometimes we are the cheerleader encouraging someone to do better and see the potential they don't see in themselves. Sometimes we have to be the disciplinarian reminding a staff member the importance of following certain policies or procedures. Sometimes we are the negotiator trying to get those with opposing views to compromise. All of this and more in a day's work!

For all that and more that you do in your HR role, I want to take a moment and say thank you. Now, go reward yourself with some candy corn or other assorted deliciousness.

Submitted by,

Heather Bunker, SPHR
President, Jayhawk Chapter SHRM
presidentelect@jayhawkshrm.org

Membership Drive – Help Us Grow Our Chapter!!

A big THANK YOU to everyone who referred and/or brought a guest to our September Chapter meeting. We had a record number of guests in attendance and are hopefully that many of these relationships will turn into eventual memberships. As always, if you know of someone who you think might benefit from being a member of the Jayhawk SHRM chapter – please pass their contact information along to a board member. Keep in mind that new member registrations received between now and December 31, 2014 will extend through 2015. That means new members could get 15 months of membership for the normal registration fee.

VP of Membership
Angela Fleming, PHR
membership@jayhawkshrm.org

**WELCOME NEW MEMBERS!!**

Ashley Esquibel, PHR — HR Manager, Envista Credit Union

Emily Winchester— HR Generalist, Complete Medical Homecare, Inc

Cheryl Lynn Kunard - Human Resources Director, Douglas County District Attorney's Office

Kirk Pearson, PHR— CSO, Paydayz Staffing Solutions



Mark Your Calendars – 2014 Upcoming Events

October 14th

“Affordable Health Care Update”
Presented by Charlie Upton

November 11th

“Documenting Workplace Investigations”
Presented by Kathy Perkins

December 9th

Social Event



VP of Professional Development
Debbie Snyder
professionaldevelopment@jayhawkshrm.org



Medicare Part D Notice Must Be Provided Prior to Oct. 15th

In preparation for the Medicare fall open enrollment period, employers sponsoring **group health plans that include prescription drug coverage** are required to notify all Medicare-eligible individuals whether such coverage is creditable. Creditable coverage means that the coverage is expected to pay, on average, as much as the standard Medicare prescription drug coverage.

This written disclosure notice must be provided annually **prior to October 15th**, and at various other times as required under the law, to the following individuals:

- Medicare-eligible active working individuals and their dependents (including a Medicare-eligible individual when he or she joins the plan);
 - Medicare-eligible COBRA individuals and their dependents;
 - Medicare-eligible disabled individuals covered under an employer's prescription drug plan; and
- Any retirees and their dependents.

Model notices are available from the Centers for Medicare & Medicaid Services (CMS). Additionally, employers are required to complete an online disclosure to CMS to report the creditable coverage status of their prescription drug plans. This disclosure is also required annually, **no later than 60 days from the beginning of a plan year**, and at certain other times.



Financial Report

Current Assets: 09/31/2014



Prepared by: Barry Kingery
VP Of Finance
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CD's:	
91-Day (2/4/14)	\$ 1,137.39
182-Day (3/7/14)	\$ 5,135.17
12-months (5/13/14)	\$ 8,483.88
	\$ 8,483.88

Checking Account:	\$ 3,333.51
Pay Pal Account	\$ 649.93
Petty Cash:	\$ 100.00

Total: \$ 18,839.88

FOUNDATION NEWS—SHRM Foundation Releases New Thought Leader Research Report

What will the world of work look like years from now?

New research sponsored by the Society for Human Resource Management (SHRM) Foundation and written by The Economist Intelligence Unit (EIU) identifies key findings on the changing nature of work and resulting implications for human resource professionals.

The report was released during the SHRM Annual Conference in Orlando. The report, *Evolution of Work and the Worker*, predicts:

- Demographic shifts will continue to pose contrasting challenges, with the developed world facing an aging workforce while emerging markets prepare an overwhelmingly young population for work.
- Growing workplace diversity, in terms of age, culture and — particularly in emerging markets — gender, will require a sophisticated response from managers.
- Technological advances will provide companies with a deeper pool of labor, but will present them with complex challenges in managing cross-border teams.
- The expanding global workforce and growing competition for jobs will weaken workers' power to negotiate wages, salaries and other benefits.
- Economic inequality will increase as technology allows the automation of tasks formerly performed by mid-skilled workers.
- At the same time, companies will face a persistent skills shortage among highly specialized technical workers and senior managers and executives.
- Companies will need an increasingly sophisticated understanding of operating risks across emerging and developing markets.
- HR managers will need reliable data on human-capital issues in new markets to make sound strategic business decisions and minimize risk.

“It is clear from this forward-looking research that the future holds many talent management changes and challenges that business leaders and their HR partners will need to overcome,” said Mark Schmit, SHRM Foundation executive director. “The SHRM Foundation will be funding research to make sure that there are effective practices for dealing with these future issues.”

The report is the first in a series of three research reports in the SHRM Foundation's new Thought Leadership Initiative, which will include validation reports, articles, videos and infographics to identify emerging trends on workforce issues for progressive organizational leaders.

Said David Humphreys, custom research director, Americas, at The Economist Intelligence Unit: “The evidence validates a simple but powerful mega-trend: the nature of work and the worker has and will continue to evolve. Thus staying ahead of the curve through timely, informed decisions will be critical if we are to find effective and innovative solutions.”

The research report, videos and infographics from the *Evolution of Work and the Worker* report are available free of charge at <http://futurehtrends.eiu.com>.

Join the conversation: @EconInsights @SHRMFoundation #FutureHRTrends

Submitted by,

Holly Goodman
Foundation Activities Chair
foundation@jayhawkshrm.org



The SHRM LINE Employment Expectations report for October 2014 has been released.

Key findings:

- Manufacturing, service hiring rates will hit four-year highs for month of October
- Recruiting difficulty continued its ascent in both sectors in September
- Pay rates for some new hires improved in September

Please go to www.shrm.org/line to download the report.

Legislative Affairs

Facebook “Like” Protected Concerted Activity
Don Berner Image



On August 22, 2014, the NLRB found that a Connecticut sports bar illegally terminated employees that criticized their employer’s handling of payroll taxes on Facebook. One employee “liked” a comment posted by a former employee that said “Maybe someone should do the owners of Triple Play a favor and buy it from them. They can’t even do the tax paperwork correctly!!! Now I OWE money Wtf!!!!” The other added to the post, stating “I owe too. Such an asshole [referring to the owner].” The NLRB rejected the employer’s argument that such behavior was disloyal and disparaging beyond the protection of the act. Rather, the Board found this activity protected under the NLRA.

The Board also found in a 2-1 decision that the bar’s “Internet/Blogging” policy interfered with employees rights under the NLRA. The policy banned “inappropriate discussions about the company, management, and/or co-workers.” Such an imprecise ban could reasonably be understood by employees to prohibit NLRA-protected activity.



Submitted by:

Scott Criqui
Legislative Affairs
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Diversity

What you don’t see CAN hurt you. Diversity problems hide in the dark and tend not to come out when HR is watching so you probably can’t quantify the cost, and therefore may not feel pressure or have the evidence you need to get management and employees to **attack the life-draining, profit-sucking, team-killing denizen of the deep** with the intensity that it deserves. Imagine having one of these real-life scenarios at your office:

1. Managers won’t hire or promote the best people (and your best employees plus a growing number of candidates know it—i.e. Glassdoor.com).
2. Your teams are half-heartedly collaborating, so the competition is winning.
3. Sabotage!? Employees—and even managers—are trying to destroy each other!



Roaches can be crushed, poisoned, or baited and since crushing an employee is a felony and makes recruitment very difficult, let’s rule that out and move on to bait and poison.

A **culture** that actively fosters diversity can reduce the thoughts and conversations causing disrespect and can increase the intense, high-yielding collaboration that your company needs to wildly succeed. Freakonomics and your management team may both cry foul at the suggestion of cash incentives, so it is a *convenient truth* that people enjoy peace of mind...and what gives people peace of mind?—Following their conscience. Sometimes we need a subtle reminder, a beam of light, to make our excuses for disrespect go die. How and when do we do that? I’m glad you asked!

How: like to share with job seekers that one of the greatest cause of terminations in the United States is the inability to get along with others, so they should: 1) Be nice (smile, say “hello”, please & thank you, 2) Do not “talk dirt” about others in an interview, at work, or anyplace else, 3) Make the Golden Rule a habit. Just sharing these in a sentence doesn’t stick though, so you need to use stories people will remember and evoke emotions to help them decide to change.

When: You’ve heard that “minds, like parachutes, function only when open.” Minds are open the first days on the job as people try to make a good impression and find out what the norms are at their new job, so **new employee orientation** is a good time to set the tone. If you have a small company you may do these one-on-one, and even a side comment can speak volumes, like “the owners are really respectful of everyone, no matter how different they may be.” Or, **hire an entertainer/speaker** for an employee event, and ask them to weave into their presentation, things that show your company values respecting everyone in spite of, and differences. A good speaker should be able to do this in a subtle yet powerful way.

What If: Of course, if management thinks, talks and acts contrary to your message, you’ve found the root cause of the problem, so celebrate! Then choose a good time and place, practice your lines, breathe deep, and in private sit down and explain directly to the top brass your magnificent efforts to build a cohesive, high-yielding collaborative team, and ask if they will model the respect and appreciation the company needs to foster in order to succeed.



DO SHARE how this goes for you! PSteimle@LJWorld.com, or PeterSteimle@yahoo.com.

