

2010 Annual  
Sponsor



Business Benefits Group

[www.bbgbroker.com](http://www.bbgbroker.com)



## President's Message

In the last quarter of 2009 I was interviewing for a new administrative assistant for our marketing and communication group. While we had a diverse pool of candidates, several of them fell into the Gen Y category. As a mother and step mother of four children under 30, I continue to find this group a fascinating collection of individuals. They are typically very practiced in their interview skills, do not hesitate to ask about growth opportunities and want a certain amount of flexibility with their schedules. The candidate we hired took a cut in pay from her previous job so that she could follow her chosen major in communications, but I believe a deciding factor for her was that she would no longer have to work weekends. She is not the only Gen Y on our staff, and I find myself continually working with our senior management team to remind them that they need a different type of care and feeding than other employees. You need to include them on discussions so they see the big picture. You need to give them a certain amount of flexibility. You need to understand that the term "casual dress" needs to be specifically defined to them if you don't allow flip flops in your office. But they can also be some of the most creative, inspired, hard working individuals in your workplace.

So I look forward to hearing Anne Loehr and Jacqui Higgins present on Gen Y's at the February 17 chapter meeting. I can always use more insight on how to manage Millennials in our workplace. I encourage you all to attend and hope to see you there!

*Linda Caporaletti-Hoyt*

## Wisdom from the Goddess...

*If Mama Ain't Happy, Ain't Nobody Happy...*

In HR we're used to conflict – who else gets called in to referee when two employees are feuding and someone needs to make them play nice in the sandbox? Who is the one who gets to sort out the "he said, she said" allegations in a sexual harassment charge? "World Peace Negotiator" (not whirled peas – although that may sometimes apply as well) is part of our job description.

When it comes to people we are used to differences of opinion – we thrive on resolving the issues – but we are also rational beings (well, most of us are) and expect our metrics, facts and figures to be clear cut and unambiguous. So what's a goddess to do when respected polls come out with completely different results? It's enough to make you call your EAP's mental health counselor.

Continued on Page 6

February 2010  
BRONZE Sponsor

## February Chapter Meeting

### A Map For the Emerging Workplace: The Y in the Road

Wednesday, February 17, 2010 (Dinner Meeting)

Presented by *Anne Loehr and Jacqui Higgins*



Integrated Global Business Solutions, Inc.

**Integrated Global Business Solutions™** (IGBS) is a management consulting firm that provides a broad range of specialized consulting services, which help clients to reduce risks, solve problems and capitalize on opportunities, by providing innovative and strategic business solutions.

Our passionate, experienced consultants help organizations around the world solve their most pressing challenges, day in and day out.

IGBS has three core business segments including risk management, business strategy and organizational training.

Integrated Business Solutions, Inc.  
11350 Random Hills Rd., Suite 800  
Fairfax, VA 22030  
Phone: 703.934.6170

This engaging and dynamic one-hour presentation will help HR leaders improve workplace performance by utilizing office design to get the best out of each generation in the workplace.

Anne and Jacqui will discuss:

- Key generational traits that all employers need to know
- What each generation expects from their employers
- Innovative ideas for utilizing office design to improve generational performance
- Practical tips that effectively engage each generation at work

To attract and recruit the best and the brightest of the Millennial generation, you need to understand the events that shaped their core beliefs and values.



*This program has been submitted for 1.0 recertification credit hour towards PHR, SPHR and GPHR. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit. For more information, visit [www.hrci.org](http://www.hrci.org).*

#### About: Anne Loehr

After graduating from Cornell University's School of Hotel Management in 1990, Anne Loehr owned and managed international, eco-friendly hotels and safari companies for over 15 years. During this time she also worked with the Kenyan government to create Kenya's national hotel eco-rating criteria, the first of its kind in Africa.

Ms. Loehr's award-winning book "A Manager's Guide to Coaching: Simple and Effective Ways to Get the Best Out of Your Employees" was published by the American Management Association in March 2008.

#### About: Jacqui Higgins

Jacqui Higgins has over 15 years of interior design experience. In 2003, she established Accents by Design, a full service commercial interiors firm committed to creating aesthetically pleasing office environments that are functional and environmentally healthy. Ms. Higgins attended Northeastern University and studied Interior Design at Newbury College. As principal of Accents by Design, Ms. Higgins works with organizations to help them realize the business value of an investment in interior design.

Dulles SHRM continues to support the needs of the Embry Rucker Shelter for the homeless in our community.

## Embry Rucker Community Shelter (Reston)

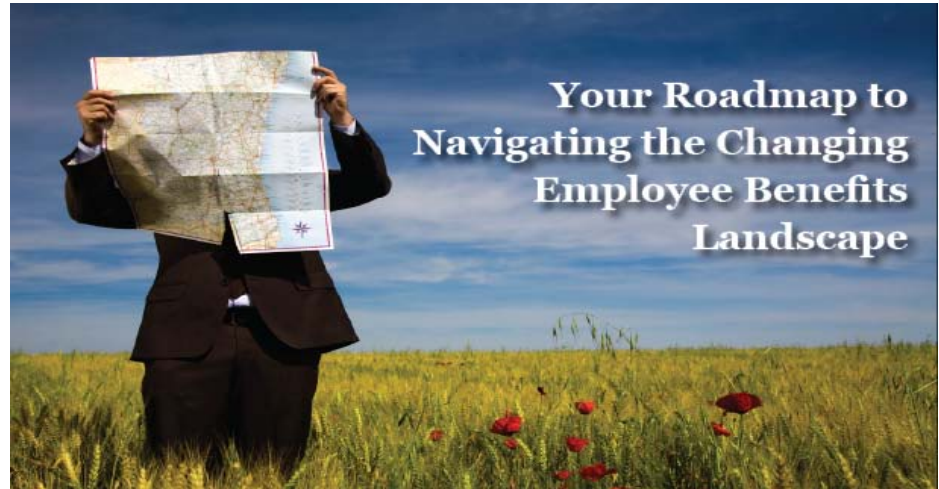
11975 Boman Towne Drive, Reston, VA 20190

703-437-1975;  
Fax 703-481-1406

- A shelter for families with children and adults without children.
- 42 beds (10 rooms) for families.
- 28 beds for unaccompanied adults (20 men and 8 women).
- 10 beds for cold weather overflow (November 1 through March 31).
- Full service program: case management, health care with on-site mental health substance abuse counseling.
- Opened in 1987. Operated by Reston Interfaith, Inc.

## The 5th Annual Greater Washington Employer Benefit and Work/Life Survey

[www.dcbenefitsurvey.com](http://www.dcbenefitsurvey.com)



Now in its fifth year, the survey has become an essential tool for over 450 local employers to benchmark their benefit programs against competitors, gaining valuable information to attract and retain top talent in these uncertain times. The most comprehensive survey in the local marketplace, [Survey opens January 25.](#)

### More about Embry Rucker Community Shelter

Drop-in services (hot meals, laundry, and shower facilities) are available for unsheltered homeless people – those who, whether by choice or by lack of shelter space, live outdoors, in cars, or in other places unsuitable for human habitation.

While at the shelter, every resident receives nutritious meals and case management services that help to address the root causes of their homelessness and to plan for the future. The shelter provides life skills classes such as job readiness and tax preparation for adults and educational and recreational programs for children. Residents at the shelter benefit from referrals for substance abuse and mental health treatment, and for such Reston Interfaith programs as developmental childcare and transitional housing. When residents are ready to graduate from the shelter, case managers work with them to identify housing options and secure basic household goods.

In 2005, Fairfax County partnered with Embry Rucker Community Shelter to pilot a program for medically fragile homeless people. Through this program, additional medical services are now available at the shelter, making it possible for homeless people with mild to moderate medical concerns to reside there safely.

Operating the shelter 24 hours a day, 7 days a week, 365 days a year, requires 20 full-time staff members, several part-time staff members, and more than 400 volunteers.

## February Chapter Discussion Group

### 2010 Discussion Group Schedule

### Creativity in the Workplace

Thursday, February 4, 2010

Creativity is considered the capital of the 21<sup>st</sup> century. To meet the challenges in today's fast-changing global marketplace, organizations need people who aren't limited by traditional modes of thinking and who can approach modern situations with innovative solutions. We can no longer rely on best practices of the past. We are in ambiguous territory and we have to learn how to stay adaptive, responsive, and proactive in rapidly changing terrain. Embracing a creative mindset and developing an innovative culture is the key.

In this highly experiential meeting, we will explore and experience what it means to unlock creativity – in individuals, teams and organizations – and apply it toward organizational and business objectives. We will examine and discuss the qualities and competencies needed in a creative work climate. And you will learn some techniques you can apply in your work or business. We will explore creativity concepts such as generative ideation, pattern-breaking, moving through resistance and blocks that inevitably show up in a creative change process.

Please come to this experiential session prepared to engage in creative process and discuss:

- Applying your creativity to your work
- Developing creative work teams and a creative work culture
- Navigating resistance to change and creative blocks; getting buy-in
- Creative "whole-brain" thinking; tools and techniques

Michelle James, CEO of The Center for Creative Emergence, founder of the Capitol Creativity Network, and producer of the Creativity in Business Conference, will lead our discussion around this topic.

Join us to share your experiences and challenges in this area. This will be a great opportunity to learn from other professionals. You are welcome to extend an invitation to interested colleagues. No fee is charged for attending. However, registration is required on-line, at least 24 hours in advance, via the Dulles SHRM web site ([www.dullesshrm.org](http://www.dullesshrm.org)): [Career Growth/Chapter Discussion Groups](#). If you have questions, contact **Courtney Nicholson** at 703-471.5226 or [discussion@dullesshrm.org](mailto:discussion@dullesshrm.org). Participation is limited to the first 25 people who sign up.

**Date:** Thursday, February 4, 2010

**Time:** 7:30 am to 9:30 am

**Place:** Access National Bank  
1800 Robert Fulton Drive  
Reston, VA 20191-4346  
(703) 871-5660

- March Topic:  
Conflict Resolution
- April Topic:  
Employee or Independent  
Contractor?

For more information,  
please visit:  
[http://www.dullesshrm.org  
/discuss.htm](http://www.dullesshrm.org/discuss.htm)

## Out of Work? Don't Give Up Attending Meetings!

By Amy Lourenco, SPHR

Did you know that Dulles SHRM has a special reduced rate for transitioning members? If you are a Dulles member and are currently in transition (AKA out of work), you pay only \$20 for each regular Dulles SHRM meeting. This is a reduction of \$15 from the already affordable \$35 per meeting! We've done this to assist you – our transitioning members – and to keep you involved and active in the Chapter.

HR practitioners seeking a new position must keep current with the field – and what better place to do it than the monthly meetings sponsored by “Your Chapter of Choice”? It also helps to let colleagues know about your availability and skill set. We encourage attendees to discuss HR openings, so you may even hear about your next opportunity at a meeting!

In order to take advantage of the reduced “Transitioning Member” rate, you must be a paid member of the Dulles Chapter. You'll then need to fill out and submit a very brief Transitioning Member Registration Form that can be found at [http://www.dullesshrm.org/transition\\_reg.asp](http://www.dullesshrm.org/transition_reg.asp). Then when you login to the Dulles site to register for a meeting, check the box that says “you are an approved Transitioning Member still in transition”. You will need to register and pay on line to take advantage of the \$20 rate.

## Do You Want a Sign-On Bonus?

Of course you do. I'd like one too. But is it a good idea? Is it money well spent, or a needless expense providing little benefit? Clients and colleagues often ask, should we? How much? For who? I'm talking about a one-time cash payment granted as part of the employment offer, often considered a bonus for accepting the company's offer.

How it is used: A sign-on bonus is like wallpaper; it can cover a lot of ugly cracks in the employment offer, and is sometimes used to avoid back-and-forth negotiations by cutting a check to call things “square.” A company offers a sign-on bonus as a replacement for some element of the overall package that the candidate finds lacking, or as an inducement to pump up the candidate's first year earnings. It is usually because the candidate is walking away from some element that the hiring manager wishes to replace in-kind.

A sign-on is not common practice, or required as part of an employment offer. Candidates may routinely ask for one (why not?), but at most levels companies are reluctant to agree. It is simply one of the negotiating tools used, generally in concert with others, when negotiating complex or challenging employment offers – most commonly with the senior staff. That is because those candidates are more likely to be leaving something on the table with their former employer.

Offering a one-time check to allay a candidate's concerns can be an effective strategy to smooth over the bumps of a less-than-perfect employment offer, but like any additive cost it should be used with care and with a view toward a ROI. Offering extra money when not necessary or not targeted to achieve a specific aim is a waste of that money.

If considering a sign-on bonus for a candidate, you should know **why**. Hopefully it is to resolve a perceived gap within your offer package, not simply because the candidate asked for one - and certainly not because “at this level we always provide a sign-on.”

How much? Awards are usually in discrete amounts like \$10,000 or \$15,000, versus a percentage of base salary, as in-between amounts suggest a formulaic approach and may create the illusion of precision. The offer letter should also state “gross” after the amount, as payroll taxes should remain the candidate's responsibility.

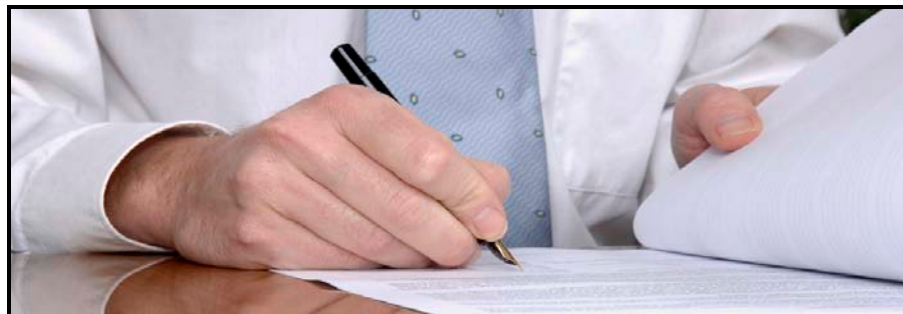
Caution: remember that sign-on bonuses only address 1st year earnings. If the offered reward package has significant downsides for the candidate, the issues will resurface again after the first anniversary – but then it will be an **employee** problem.

Extending a sign-on award as a negotiating tactic to improve an otherwise flawed employment offer can be a sound strategy, but have a care that you're doing it for the right reasons – and under the right circumstances.

Article by: **Chuck Csizmar** CCP  
CMC Compensation Group  
407.462.1645  
E-mail: [ccsizmar@cmccompensationgroup.com](mailto:ccsizmar@cmccompensationgroup.com)

## Wisdom from the Goddess. (Continued from Page 1)

- The Conference Board, a research firm funded by about 2,000 corporations around the world, released a survey of 2,900 participants early this year in which it concluded "Americans of all ages and income brackets continue to grow increasingly unhappy at work." This was the lowest level of job satisfaction since the survey started in 1987. The survey reports the participants said the best part of their job was the commute. (OK, so they couldn't possibly live in the DC area.)
- However in Gallop's August 2009 poll, 85-94% of the participants said they were either completely or somewhat satisfied with their jobs. (No word on their commute.)
- In the General Social Survey taken by University of Chicago researchers, 85-87% of people said they were either very or moderately happy at work. They did note that the best predictor of job satisfaction is age, with people in their 50's usually the most gratified by their work. (So the goddess is not getting older, she's getting happier – or maybe that's the wine.) The happy campers are also people in helping professions or doing creative work.



So what's an HR pro to do – are your folks happy or miserable? It occurs to me if you are depending on a poll to help you decide maybe you should be looking for a new job, but perhaps that's just me... And why should we even care? Go back and read the title of this article – if your employees aren't happy (a.k.a., Mama), your business will never be happy (read: satisfied customers, strong financial results, high level of productivity, etc.) It matters.

So how can you gauge employee satisfaction? There are a number of equally valid methods ranging from employee focus groups to formal employee surveys (and formal does not mean using Survey Monkey). We'll review some models for employee information gathering and surveys in next month's exciting and highly anticipated column (well, my cousin waits anxiously to read it) but in the meantime, let's talk about what happens when you have results and don't use them.

Pop Quiz! What happens when managers signal to employees that their opinion and their satisfaction \*is\* important and then ignores the feedback?

Goddess, I'll take employee morale goes down the toilet for 1 million dollars?

Ding! Ding! Ding! Ding! Ding! We have a winner – give that HR professional a cigar!

Continued on Page 11



## Nominations now open for 2010 Human Resource Leadership Awards (HRLA) of Greater Washington

The Human Resource Leadership Awards of Greater Washington recognizes individuals who have demonstrated exemplary leadership and strategic vision in the field of Human Resources Management. It also rewards professionals seeking to advance their careers through continued education.

### HRLA Award Categories

In 2010, the HR leaders of Greater Washington will be eligible for the following 6 awards:

- *Leadership*
- *Strategic Alignment*
- *Innovation*
- *Mentoring*
- *The Sister Eymard Gallagher Award for Corporate Social Responsibility*
- *The Dr. J.P. London Award for Promoting Ethical Behavior*

**Nominations are now being accepted. For more detailed information, please contact [Zuzana.Steen@marymount.edu](mailto:Zuzana.Steen@marymount.edu). Deadline for nominations is March 5, 2010**

### Emerging Leaders

HRLA also offers a recognition program for Emerging Leaders. We want to recognize HR professionals who have demonstrated leadership abilities and made significant contributions to their HR roles.

### 2009 Award Recipients:

- *Leadership – Larry Clifton, Senior VP of Recruiting & Workforce Planning, CACI*
- *Strategic Alignment – Anne Monahan, Director of Succession & Talent Management, BAE Systems*
- *Innovation – Robbins-Gioia HR Team*
- *Mentoring – Bob Waters, VP of HR Strategy & Talent Acquisition, Northrop Grumman*
- *The Sister Eymard Gallagher Award for Corporate Social Responsibility – The DLT Foundation*
- *The Dr. J.P. London Award for Promoting Ethical Behavior – Gus Siekierka, VP of HR, CSC*

### 2009 Emerging Leader Award Recipients:

- *Donna Diederich, Director of HR and New Business Pursuits, Northrop Grumman*
- *Harriet Dunlap, Director of HR, TechTeam Government Solutions*
- *Kate Nekic, Senior Associate, Booz Allen Hamilton*

Submitted by Roxanne Ward, Director of Administrative & Human Resource Services, HireStrategy



## Nominate Your Organization Now!



### Nominations

Nominations will be accepted through February 19, 2010. The Apollo Awards recognize organizations that promote employee development. Organizations must have a location in the Washington, DC metropolitan area to be eligible for consideration. Nominations can be submitted through the following link:

» [Submit Your Nominations](http://survey.confirmit.com/wix3/p1111109495.aspx) (link: <http://survey.confirmit.com/wix3/p1111109495.aspx>).

HELIOS HR

smart CEO

### Awards Ceremony & Sponsorships

Finalists will be announced in April and finalists and winners will be recognized at a breakfast ceremony on Friday, June 3 at the Fairview Park Marriott in Falls Church, VA. General information including sponsorship opportunities can be found by contacting Lizette Andreyko at 703.860.3882 or e-mail: <mailto:Apollo@HeliosHR.com>

#### SPONSORS:



## The Coming Crisis in Unemployment Insurance

Unemployment insurance payments to workers who have been displaced from their jobs have been part of the American worker entitlement landscape for over 70 years. The mainstream press has recently begun reporting on a crisis within state unemployment insurance programs that for many business leaders has remained invisible. This particular crisis will not remain invisible for long, and the business community will soon be paying for this crisis. It still remains to be seen whether or not the workforce will pay in reduced employment opportunities.

First, let's provide some background. In the 1930s, FDR signed the Social Security Act, part of which established supplemental payments to displaced workers as one way to reduce the negative economic impact of unemployment on an entire community. When workers don't work, they do not produce income; without income, they cannot support local businesses, and the local businesses suffer and close, and so the spiral begins. Unemployment insurance payments help to smooth out these valleys in the economic cycle, and in that way, unemployment insurance benefits everyone in the community.

These payments are made from the unemployment insurance fund established in each state, and these funds are maintained through a tax on employers (SUI tax). Every employer contributes to the fund based on gross wages paid to workers, up to a wage limit that varies by state. The percentage of the tax also varies by company, usually based on claims experience. All businesses share the burden of maintaining the reserve fund. Because of the recent high rate of unemployment in the states, however, the reserve funds have been stressed to the breaking point.

As of January 8, 2010, 25 states have declared their unemployment insurance funds as insolvent, meaning that the balance within these accounts has been reduced to zero. Since the payment of benefits is mandated by law, states have no choice but to borrow from the Federal government to meet their obligations. These 25 states combined have already borrowed in excess of **\$27 billion**, with California leading the way having borrowed **\$6.23 billion** alone (as of 1-8-2010). That's an increase in California of \$900 million in less than a month! Virginia has borrowed \$140 million so far.

When these loans become due, where will the states find the money? You guessed it! The employer tax rate (SUI rate) will go up, in some cases, dramatically so. For example, effective Jan. 1, the unemployment insurance tax in Maryland more than tripled. Each September, the Maryland Department of Labor, Licensing, and Regulation analyzes the state's UI fund and calculates whether a tax increase is needed. With a statewide unemployment rate near 7.8% and a state UI fund on the brink of bankruptcy, DLLR determined that the annual rate must increase from \$51 per employee to \$187 per employee for employers that have not laid off anyone in at least three years. These increases impacted all employers, regardless of experience.

Will these inevitable tax increases slow the rate of hiring for workers in the near future? It may be too soon to know for sure, but there is one certainty: employers across the country will be paying higher SUI taxes for the foreseeable future, at least until reserves are reestablished at pre-recession levels. Experts who have looked at previous economic cycles predict that it could be 10 years before SUI rates begin to recede. That's a long time to pay for today's unemployment, and with most states offering up to 78 weeks of benefits, there could be no end in sight for unemployment insurance employer tax rates.

*Joe Sherrier is the SHRM Foundation Representative.*

*Joe is also the Human Resources Director Employment Enterprises, Inc.*

*Powered By People --  
Driven By Solutions  
703-361-2220 x239*

*Email him at:  
[jsherrier@eehr.com](mailto:jsherrier@eehr.com)*

## FREE National/Mid-Atlantic Health Benefits Survey for 2010! Opens in MARCH



Area where survey is given: Washington – Baltimore Region  
Benchmarking Results: Regional and National  
Survey Price: Free to Participate and Free Customized Results  
Online Access: YES

- Last year we had over 4,800 participants in over 39 cities.
- 8<sup>th</sup> year free survey has been offered
- Quick and Easy to complete online
- Customized benchmarking – see how your plans compare to other local and national employers – identifying trends
- 35 questions with over 1,000 data elements collected and analyzed
- Information to help you make better informed decisions
- Individual custom reports provided to participants at no cost

One of the largest and most respected fortune 500 global actuarial firms is conducting the confidential survey and the customized analysis.



*Brought to you by Dulles SHRM*

## Mentoring Program Information

**What's New:** The NOVA/Dulles SHRM Mentoring Program is currently recruiting for the class of 2010!

**Mentoring Program Overview:** The NOVA/Dulles SHRM Mentoring Program combines aspects of several mentoring techniques, including: group mentoring, peer mentoring, and virtual mentoring.

**Mentoring Program Benefits:** The NOVA/Dulles Mentoring Program can help to:

- Build a broad, collegiate network of HR professionals
- Clarify work expectations
- Identify options for overcoming career obstacles
- Learn group mentoring and career coaching skills
- Gain access to the alumni network and a career coach
- Earn credits towards PHR/SPHR/GPHR recertification

**For more information** please e-mail the Mentoring Program Director, Mary Kitson, at [mkitson@mitre.org](mailto:mkitson@mitre.org) with the subject line "SHRM Mentoring Program."

## Wisdom from the Goddess. (Continued from Page 6)

So what's an HR pro to do – are your folks happy or miserable? It occurs to me if you are depending on a poll to help you decide maybe you should be looking for a new job, but perhaps that's just me... And why should we even care? Go back and read the title of this article – if your employees aren't happy (a.k.a., Mama), your business will never be happy (read: satisfied customers, strong financial results, high level of productivity, etc.) It matters.

So how can you gauge employee satisfaction? There are a number of equally valid methods ranging from employee focus groups to formal employee surveys (and formal does not mean using Survey Monkey). We'll review some models for employee information gathering and surveys in next month's exciting and highly anticipated column (well, my cousin waits anxiously to read it) but in the meantime, let's talk about what happens when you have results and don't use them.

Pop Quiz! What happens when managers signal to employees that their opinion and their satisfaction \*is\* important and then ignores the feedback?

Goddess, I'll take employee morale goes down the toilet for 1 million dollars?

*Lynn M. Lorenz, SPHR, President, HR Goddess, Inc.*

Phone: 703-430-8642, Email: [HRGoddess@AOL.com](mailto:HRGoddess@AOL.com)

## Legally Speaking . . . .

While excitement is not always a good thing for Human Resources' professionals, that is the only way to describe the current environment in our nation's Congress. Here are just a few things to keep an eye on in the coming months:

### Senate Composition

In a political stunner, the relatively unknown Republican state legislator Scott Brown came from out of nowhere to win Massachusetts' special election for the U.S. Senate seat vacated by the death of Edward M. Kennedy in 2009. Brown's victory put the seat in Republican hands for the first time in over 50 years, including the 47 years of Kennedy's tenure. In more immediate terms, the surprise result also broke the Democrats' "filibuster proof" 60-vote majority in the Senate. Under Senate rules, any Senator or group of Senators which opposes passage of a proposed bill can "filibuster" or essentially refuse to yield the floor by continuing to speak on any topic, including the bill at issue. For an illustrative example, check out Jimmy Stewart in *Mr. Smith Goes to Washington*.

Under current Senate Rules, 60 votes are required to pass a motion for "cloture" or a forced end to an opposition filibuster. Prior to Brown's recent election, Senate Democrats (in conjunction with two Independents who caucus with them) held the 60 votes necessary to push any legislation past the threat of filibuster (if all the Senators voted as expected and in accordance with party lines). Upon Brown's being seated in the Senate, he becomes the Republican Party's 41st vote (a tag line used throughout his campaign to signify Democratic inability to get 60 votes for cloture without bipartisan cooperation). It also means that some form of compromise amongst the Senators becomes required to forestall the threat of filibuster looming over any proposed new legislation.

But do not think just because the party breakdown of the Senate has changed that great changes are not still in store.

### Health Care Reform

Seemingly on the cusp of passage in some form, President Obama's health care reform efforts have hit some rough water on the heels of Massachusetts' recent special Senate election results. However, just because Scott Brown becomes the "41st vote" does not mean that even the currently passed healthcare reform bills are dead.

## Legally Speaking . . . .

(Continued from Page 11)

Just prior to Christmas, the Senate (after a bit of hard bargaining) passed the Patient Protection and Affordable Care Act to reform health care. The Senate's bill differs in significant ways from the Affordable Health Care for America Act passed by the House of Representatives earlier in December. These differences include:

- Whether an employer is required to provide health care;
  - Senate – No
  - House – Yes (for payrolls over \$500,000)
- When most provisions take effect;
  - Senate – 2014
  - House – 2013
- Whether there is a so-called “public-option” of government-run healthcare;
  - Senate – No
  - House – Yes
- Whether illegal aliens may participate;
  - Senate – No
  - House – Yes
- How the costs are to be shouldered, including whether to institute a “Cadillac tax” on high value health insurance plans to subsidize lower cost options; and
  - Senate – Yes
  - House – No
- How Medicare taxes are impacted.

Currently, the differences between these bills need to be worked out through negotiation before any version becomes law. However, to do so, the “final” version would need to be passed by both the House and the Senate. This scenario seems less likely when factoring in the change in the Senate's composition and the scuttlebutt swirling around how the Senate's original version earned passage.

### Passing the Senate's Version?

One scenario being discussed involves the House simply passing the Senate's bill and avoiding the need to go back through the Senate. However, the significant differences between the Senate and House versions, combined with the fact that several members of Congress have spoken out against this possibility, make this scenario less likely but nonetheless worth tracking.

### An End Run on the “Cadillac Tax”?

Beyond the language of the current bills, further discussion touches upon exempting collectively-bargained healthcare coverage from the “Cadillac tax” on high-value plans. Such a change could provide headaches for HR and Benefits Managers trying to balance benefits amongst workforces with different geographical and representational statuses. Further, such a change could provide inroads for union organizers based upon an economic advantage conferred on union-negotiated coverage versus that provided voluntarily by an employer.

### The Employee Free Choice Act

Last, but not least, a topic “back-burnered” for health care reform but likely to resurface this spring, is the Employee Free Choice Act (EFCA). At its most basic, EFCA represents the possibility of significant changes to how employers and employees may act and go about exploring union representation. Whatever your politics, the bill's progress bears following. The proposed changes mark a significant change from existing law and have the potential for significant impacts on the workplace. These changes could affect not only employer-employee communications but also who may be personally liable for labor law violations.

Stay tuned...

By **Matthew F. Nieman** – Jackson Lewis LLP, 703.483.8331 | E-mail: <mailto:niemanm@jacksonlewis.com>  
Dulles SHRM – Legislative Liaison

Dulles SHRM  
PO Box 1249  
Herndon, VA  
20172-1249

*Your Chapter of Choice*

#### We're on the Web!

See us at:

[www.dullesshrm.org](http://www.dullesshrm.org)



## Save the Date: May 7, 2010



### Dulles SHRM Spring Seminar

#### One Day Event / Breakfast & Lunch Included

Last year our event was sold out in just a few weeks.

Cost: \$150 Dulles Members / \$175 Non Members

Location: Washington Dulles Holiday Inn

*Stay tuned for more details!*

## About Our Organization

The Dulles Chapter of The Society for Human Resource Management first met on January 21, 1987 and was chartered on June 24, 1987 with 61 charter members. It has grown to more than 250 members.

The Dulles Chapter is a 100 Percent Chapter where all members are required to maintain membership in the national organization. In addition to programs providing information to human resource professionals, the Dulles

Chapter is a Pinnacle Award winner and continues to be a Superior Merit Award Chapter. The Chapter also holds seminars and workshops dealing with a wide variety of current topics and issues including [certification](#).

This is *Dulles SHRM's Navigator*, the official newsletter of Dulles SHRM, the Dulles corridor's human resources professional organization. *Dulles SHRM's Navigator* is published monthly.

**Tobin Seven** — Media Director  
**Linda Caporaletti-Hoyt** — President

Deadline for the March 2010 issue is February 23, 2010.  
Email submissions to [Seven.T@tie-inc.com](mailto:Seven.T@tie-inc.com).