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**SPRING SEMINAR 2010**  
**"A STRATEGIC APPROACH TO HR:**  
**DELIVERING BUSINESS RESULTS" ON MAY 7, 2010**

The Dulles SHRM Chapter announced registration is open for the Dulles SHRM Spring Seminar. Please register at:

<http://www.dulleshrm.org/event2010form.asp>

This one-day seminar is designed to give Human Resources professionals the tools and information they need to enhance their roles as strategic partners within their organizations. The Spring Seminar is on Friday, May 7, 2010 at the Holiday Inn Washington Dulles, located at 45425 Holiday Drive, Dulles VA 20166.

Program topics include Pivotal Decision Making, Succession Planning, Developing An HR Strategy Out of Business Strategy, Beyond ROI: Establishing EVA Based Training Metrics and Leading Under Pressure: From Crisis Management to Crisis Leadership.

**Cost:** \$150.00 for Dulles SHRM Members/\$200 for Nonmembers

**Total Certification credits approved by HRCI:** 7.5 (6 strategic credits)

**Spaces available:** 36

**Included:** Breakfast/Lunch/Snack, 5 program sessions, networking

**Time:** 7:00 am to 5:00 pm

Registration online at: <http://www.dulleshrm.org/event2010form.asp>

We hope to see you there!

*Linda Caporaletti-Hoyt*

**Top 10 Reasons to Attend the  
Dulles SHRM Spring Seminar**

*Submitted by Keli Winter, President-Elect, Dulles SHRM*

Whether you are looking to gain new information or brush up on your skills, here are ten reasons you will want to attend this cost effective, one day seminar:

1. Learn about timely, strategic HR solutions and best practices that you can immediately implement in your company.
2. Get a head start on the emerging HR and business management trends that address the challenges of today's environment while looking ahead to the future.



## DULLES SHRM PRESENTS

SPRING SEMINAR 2010

**"A STRATEGIC APPROACH TO HR: DELIVERING BUSINESS RESULTS"**

Friday, May 7, 2010  
 Holiday Inn Washington Dulles  
 45425 Holiday Drive  
 Dulles, VA 20166



Cost: \$150.00 for Dulles SHRM Members/\$200 for Nonmembers  
 Total Certification credits approved by HRCI: 7.5 (6 Strategic credits!)  
 Spaces available: ~~80~~ 36  
 Included: Breakfast/Lunch/Snack, 5 program sessions, networking

### PROGRAM SCHEDULE:

7:00-8:00 AM REGISTRATION (Breakfast Provided), SPONSOR PRESENTATION

8:00-9:30 AM PIVOTAL DECISION MAKING (1.5 hours) (SPHR)  
 Speaker: *Francie Dalton, Dalton Alliances, Inc.*

9:30-9:45 AM: BREAK AND NETWORKING

9:45-11:15 AM: SUCCESSION PLANNING (1.5 hours) (SPHR)  
 Speaker: *Francie Dalton, Dalton Alliances, Inc.*

11:15-11:30 AM BREAK AND NETWORKING

11:30-12:30 PM DEVELOPING AN HR STRATEGY OUT OF BUSINESS STRATEGY (1.0 hours)  
 (SPHR)  
 Speaker: *Lynn Lorenz, HR Goddess, Inc.*

12:30-1:15 PM LUNCH, SPONSOR PRESENTATION, LEGAL UPDATE WITH MATT NIEMAN

1:15-3:15 PM: BEYOND ROI: ESTABLISHING EVA BASED TRAINING METRICS (2.0 hours)  
 (SPHR)  
 Speaker: *Michael Beckmann, Freddie Mac*

*Continued on Page 3*

(Continued from Page 2)  
**DULLES SHRM PRESENTS**

**SPRING SEMINAR 2010**  
**"A STRATEGIC APPROACH TO HR: DELIVERING BUSINESS RESULTS"**

- 3:15-3:30 PM            BREAK AND NETWORKING
- 3:30-5:00 PM            LEADING UNDER PRESSURE: FROM CRISIS MANAGEMENT TO CRISIS LEADERSHIP (1.5 hours) (PHR)  
 Speaker: *Erika H. James, PhD, Darden Graduate School of Business, University of Virginia*

**Who Should Attend:**

- *Strategic decision makers*
- *Management and Executives*
- *Everyone engaged in results-oriented HR*

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## *President's Message*

As some of you know, I am an HR director to a small trade association. Over the last two years our staff has gone through some changes and I now work with half a dozen people from my previous place of employment. There is a shared history when I work with or talk to or train with this group of individuals. It is a blessing and a curse. At times we will refer to incidents or stories in the past to illustrate a point. It came up last week when I had the chance to work as part of our logistics team for a conference. Someone referred to an incident at a past conference - the kind of story that when you hear the punch line, it only makes sense to those that were there. As three of us chuckled about this story, another staff member said, "Oh, another inside joke." He smiled as he said it but you knew he wanted to be included - to be part of that history as well. So it occurred to me that there are times when you need to be careful in sharing your history - in telling your stories - to illustrate a point. Because stories are powerful tools in the workplace when used the right way.

So I am looking forward to hearing Melissa Bickerstaff present at our next chapter meeting on Wednesday, April 21. Her topic is entitled, "Suddenly, Stories are Serious Business." In HR we often have to listen to the stories rather than tell the stories. I am sure Melissa's presentation will give us all insight into this age old communication method - telling stories - and how it can be used most effectively in our increasingly technical world. I look forward to seeing you there!

We hope to see you there!

*Linda Caporaletti-Hoyt*

## *Wisdom from the Goddess...*

### *If Mama Ain't Happy, Ain't Nobody Happy... The Sequel*

We're used to sequels in the movie industry - some are as good as the original (think the second and third Star Wars movies - they were great!) Some fail to live up to expectations (think Star Wars again, the last three movies - or first three depending where you are in the time space continuum). One genre seems to exploit our willingness to sit through a slightly different version of the same movie over and over again... horror films. Where would we be without multiple adventures of Michael from Halloween or Freddie Kruger from Friday the 13th? So where am I going with all of this? (And no, I am not a frustrated film critic - I tend to like the movies they don't like.) If you don't know by now that sometimes working in HR can be like being trapped in a horror film when you know what's going to happen, but you can't seem to run fast enough to get away, then you must either be clueless or new to the profession (and I'm going to go with new - you can't be clueless, you're reading this advice column).

In our last episode we were talking about the value of finding out what your employees think about your company - it's always been my experience that the people closest to the work know best what the issues are and usually how to fix them. Smart leaders are the ones who can find a way to tap into that knowledge and use it to the benefit of the organization (and who can set their ego aside in the process). And surprise, surprise, the by-product is engaged employees who feel like they are an important part of the company.

*Continued on Page 8*

April 2010  
GOLD Sponsor



**The Insurance Exchange, Inc.** is a large regional insurance brokerage and consulting firm focused on the Middle Market, defined as employers 50 to 5,000 employees, [www.TIE-inc.com](http://www.TIE-inc.com)

How do your benefits Stack Up Against Other Local/National Companies? Grab a Starbucks® and find out for FREE.

Dulles SHRM is pleased to announce the sponsorship of the 8<sup>th</sup> Annual Mid-Market Employee Benefit Survey for 2010! Last year over 4,848 companies participated in the Mid-Market Health Benefit Survey across the region and nation.

Participation is free, and results are free! Go to <https://2010survey.millimanomaha.com/survey/246792/f6c1/?LQID=1&b=DSHRM> and grab your \$10 Starbucks complimentary gift card as a thank you for completing the survey!

# April Chapter Meeting

## Suddenly, Stories Are Serious Business

Wednesday, April 21, 2010 (Dinner Meeting, 5:15 pm to 8:10 pm.)

Presented by **Melinda J. Bickerstaff**

Storytelling is no longer confined to literature departments at major universities. Top medical schools are instituting programs in “narrative medicine” so doctors can better analyze patient stories; journalists are replacing the inverted pyramid with protagonists and story arcs; legal scholars are investigating how storytelling can clarify the maze of law and its implications; and top executives at IBM and the World Bank have promoted the business value of storytelling as a way to change these huge organizations. A couple of years ago, 3M introduced storytelling to two dozen rising executives and found it so effective that 140 received storytelling lessons last year. What’s going on? Why so much emphasis on this low-tech form in our high-tech world?

Interest in this ancient genre of communication stems from the rising importance of “sharing knowledge” as a competitive advantage and realizing its inspirational and instructive value, a duo that abstraction and conventional analysis cannot match. Hence, the re-birth of the “story” to spark action, encourage shared values, share knowledge and best practices, get people to work together or march forward together into the future.

The Outcomes for HR Professionals:

- Understand the rising importance of story as a communications vehicle
- Learn about the 7 types of story or narrative and when they are most effective
- Understand the power of story as an important tool for knowledge-sharing
- See many examples where narrative or story can solve specific business problem



*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: Melinda J. Bickerstaff

Melinda J. Bickerstaff is currently a Senior Vice President with Healthy Companies International, a change consulting firm headquartered in Arlington, VA. She is a highly sought after speaker in the areas of workplace learning and performance, knowledge and information management, organizational transformation, business narrative and strategy.

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.

## Top 10 Reasons to Attend the Dulles SHRM Spring Seminar

(Continued from Page 1)

3. Acquire tools and strategies from top-rated speakers, who are among the best in their fields, as they share their expertise, experiences, and ideas with you.
4. Earn recertification credits (6 SPHR, 1.5 PHR). Earn them all in one day for an outstanding price!
5. Enhance the strategic power of you and your HR team and gain the tools and knowledge needed for dealing with current challenges and preparing for future challenges.
6. Learn about solutions and resources available from our sponsors/exhibitors.
7. Network with the top HR professionals and executives in your community. The interactive and engaging programs allow attendees to learn from each other.
8. Join your friends and colleagues and meet new people. Expand your personal and professional networks.
9. Meet in a convenient, easily-accessible location outside the beltway at the Washington Dulles Holiday Inn, which is right off Route 28. For directions, please visit the hotel website at <http://www.hidullesairport.com/location.php>.
10. Get the best bang for your buck! This full-day seminar is jam-packed with the latest HR and business strategies, networking opportunities, recertification credits, and fun, interactive programs...all at a low cost.

There are many reasons to attend this year's Dulles SHRM Spring Seminar. We hope that you will join us for this highly-anticipated event. Please encourage your friends, colleagues and team members to attend as well.

For additional information on the seminar and to register, please visit <http://www.dullesshrm.org/event2010.html>.

We look forward to seeing you there!

[Follow us on](#) 

[Join us on](#) 

## April Chapter Discussion Group

### 2010 Discussion Group Schedule

### When an Independent Contractor Looks Like an Employee

Thursday, April 1, 2010

You are recruiting to fill an opening in your IT department. You and the hiring manager have settled on the perfect candidate with the unique skill set you require. The project assignment should last 6 months, but could last over a year. You extend the job offer, and your perfect candidate requests treatment as an independent contractor, since he does not need benefits. The hiring manager and the CEO really want this worker, and remind you that every competitor in the marketplace would accept these terms. What do you do?

The world of employment continues to become more complex and confusing – free agents, contractors, flex workers, consultants, job sharing, teleworkers – and at the same time, regulatory changes are adding to the confusion and complexity for businesses. Desperate for revenue, state and federal officials are increasingly looking at the potential misclassification of employees as independent contractors.

We will discuss some of the potentially costly mistakes made with this common practice, and briefly review recent regulatory trends in enforcement. **Joe Sherrier**, Human Resources Director at Employment Enterprises, Inc., will be on hand to facilitate this discussion.

- How do you handle someone who requests treatment as an independent contractor, but is being managed as an employee?
- How do you determine who will be treated as an independent contractor and who will be treated as an employee?
- What steps does your company take to reduce the risk of regulatory penalties?

You do not have to be using independent contractors today in order to gain value from the discussion. We look forward to seeing you and sharing your thoughts and ideas with the group. 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 703.864.5925 or [discussion@dullesshrm.org](mailto:discussion@dullesshrm.org). Participation may be limited to the first 25 people who sign up.

**Date:** Thursday, April 1, 2010

**Time:** 7:30 a.m. to 9:30 a.m.

**Place:** Jackson Lewis  
10701 Parkridge Blvd. Suite 300  
Reston, VA 20191  
703-821-2189

- May – HIPAA and Employment Law Update
- June – Maintaining the “Human” in Human Resources
- July – Global HR
- August – Recruiting – Current Strategies and the Use of Social Media
- September – Personality Assessments
- October – Organizational Development – Pushing Your Ideas to Upper Management
- November – Facilitation
- December – TBD

For more information, please visit:  
<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.

## Wisdom from the Goddess. (Continued from Page 4)

A win-win on both sides, and also for HR who can be the hero. (OK, so we've moved on to Clash of the Titans and its 3-D remake –even worse than a sequel).

But first, you need to know what your employees are thinking. Last month we talked about some current national surveys that gave conflicting results about how satisfied employees are. Good idea, surveys – bad idea, using information not specific to your organization. So unless you are reading this and watching a movie at the same time, you've most likely realized that you need to find a way to figure out what your employees are thinking. Gee, let me think what you can use.... I've got it – a survey! (And this is why I'm the goddess.)

Now, we are not talking about using Survey Monkey here. Nothing wrong with Survey Monkey to find out if your meeting participants liked the agenda, but you need a valid and reliable vehicle so your employees will trust using it and trust the results. This is one time where you would be better served by an outside company who can provide an appropriate format and anonymous feedback. (Ever wonder why they call it Survey Monkey anyway? Why not Survey Orangutan? They're cute and have red hair just like me. Or Survey Gorilla? They're big and strong and could yield powerful results. Maybe it's because gorillas have a nasty habit of flinging poo at people passing by – folks may think the results they get back will be similar. However I digress...)

We will jump ahead and assume you are working with a company that is able to create and conduct an employee survey, and they have just given you the results of your workforce, listing each question along with the mean scores, standard deviations and other assorted numbers that prove you should have paid more attention in statistics class even though you didn't believe your professor that you would need this information again some day. So now that you have it, what do you do with it?

Well, some of that depends on what expectations you set with the employees. While certainly not a best practice, your leadership can keep the results secret and use them only as they see fit (I see these leaders as Bela Lugosi or Vincent Price in some deep, dark dudgeon somewhere – there is probably some hunched over, hand wringing involved) . I don't recommend this approach since you are not getting the maximum value from the survey, but if this is the level of your leaders comfort with employee involvement, then at least set that expectation with the employees before the survey is taken if you want to maintain their trust in what you are doing and why.



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## Wisdom from the Goddess. (Continued from Page 8)

Two other versions of this genre are to report the survey results (or – sigh – selected survey results) to the employees without their input, or moving up to less draconian methods, to report the results and get your employee's reaction but not involve them in any decision making. Each successive response is better than the one before, but you haven't escaped the pit and the pendulum yet. Why? An employee survey is only a snapshot in time – and without any context of what the employees are thinking and why, it doesn't give you the complete picture. Granted, numbers allow you to compare results year over year, and with national or industry averages, but you need to know the thoughts behind those results. Even surveys that allow sections for comments are limited. So, what's an enlightened HR professional to do? Here a model that I've found quite successful:

1. Start with pre-survey communications – what you are doing, why, what you are going to do with the results, confidentiality provisions, improvements made based on previous surveys, etc.
2. Have the employees take the survey with some gentle management urging but no undo pressure – nothing is solved by “making” folks participate.
3. Review the results with leadership and management first – work with them to plan survey roll out and action planning with you in the starring role.
4. Share the survey results with the employees– and I do mean share. There may be some areas that are embarrassing – ones that leadership is reluctant to reveal. Guess what – your employees already know – these really aren't dirty little secrets known to only management. And hiding anything will only build mistrust. So tell your leaders to suck it up and share the numbers openly if they want any chance of having them get better (and only the numbers, I do keep the comments confidential – sometimes too easy to figure out who said what).
5. Next, allow plenty of time to allow your employees to react and comment on what they heard. (While the first meeting could include everyone, this is best done by smaller groups.) For instance, what does the score of 2.7 on “I have the resources and tools I need to do my job.” really mean? Ask! A great meeting will have general employee comments followed by comments about specific areas that are high (to build on success) or low (to improve).

Now, if you have really progressive leadership there are two more steps that are invaluable. Working with the employees, determine a realistic list of issues that should be addressed. Sometimes groups also determine important issues that they can't fix that need to be bumped up to senior leadership. And last, but high on the “best places to work” scale – form teams of employee volunteers to work with managers/leaders to come up with and institute solutions to the problems. What a concept!

Director's Note: I have this model in a one page format – please ask if you would like a copy.

Moral of this sequel: Find out what your employees are thinking and then do your best to do something about it. Your organization will benefit, you will make your job much easier, and your employees won't have any horror stories to tell about your HR department.

**Lynn M. Lorenz, SPHR,**  
President, HR Goddess, Inc.  
Phone: 703-430-8642, Email: [HRGoddess@aol.com](mailto:HRGoddess@aol.com)



## MENTORING TOOLKIT NOW POSTED ON SHRM WEBSITE

The NOVA/Dulles SHRM Mentoring Program is a cooperative effort of the Northern Virginia SHRM and Dulles SHRM chapters. They developed the 2009 Mentoring Program Toolkit to provide guidance and tools to SHRM chapters and SHRM members interested in establishing mentoring programs. This program allows us to engage chapter members, support professional development, and provide a venue for connecting human resource professionals in our local community. You can access the information at:

<http://www.shrm.org/Communities/VolunteerResources/Pages/NOVADullesSHRMMentoringProgram.aspx>

A special thanks from Program Director Mary Kitson to the Dulles SHRM members involved in this project - Nidhi Kanungo, PHR; Cindy Loison, SPHR; and Chas Sumser, SPHR.

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## Legally Speaking . . . .

By **Matthew F. Nieman** – Attorney at Law, Jackson Lewis LLP  
[niemanm@jacksonlewis.com](mailto:niemanm@jacksonlewis.com) or 703-483-8331 (direct)  
Dulles SHRM – Legislative Liaison

Spring is here and with it a flurry of activity in our Nation's Capitol. In case your access to all forms of media was limited, the subject of most of the discussion was (and is) healthcare reform. On March 21st, the U.S. House of Representatives approved (by a 219 to 212 vote) the Patient Protection and Affordable Care Act, H.R. 3590. This 2,409-page bill first passed in the Senate on December 24, 2009 prior to the Massachusetts Special Election making Republican Scott Brown the junior Senator from Massachusetts. President Barack Obama signed the Act into law on March 23rd. Here are some things you should know about what is on the horizon:

### The Healthcare Bill's Contents

While synopsis of this enormous bill in the context of this column is impractical, if not impossible, here are a few provisions with important impacts on employers and their group health plans — generally, whether self-funded or insured — under the new law. This summary assumes the Senate passes the Reconciliation Bill (see below) unchanged and President Obama signs it. If the Reconciliation Bill does not become law (or is changed), effective dates and certain other provisions may be affected. Also, if you have any specific questions on any of the following, please feel free to contact me so that I can either answer them or direct to a Jackson Lewis colleague who can.

### Temporary Reinsurance Program for Retiree Coverage

Effective 90 days after enactment, the new law temporarily will reimburse employers for 80% of the cost of retiree health benefits in excess of \$15,000 (up to \$90,000) provided to retirees between the ages of 55 and 64. This "reinsurance program" lasts until 2014. (There has been enough support for a provision – included in the House's abandoned health care reform bill – that would prevent employers from curtailing or eliminating retiree health coverage that Congress may revisit this issue.)

Continued on Page 13

## SHRM Foundation Update

The SHRM Foundation thanks you for your generous support. Your donations help the Foundation:

- Fund scholarships for education in Human Resources
- Fund research within our discipline
- Share research findings with its membership

The Foundation is always looking for volunteers to help further its' mission. Volunteering your time and talents could enhance your career prospects and provide valuable recertification credits at the same time. The SHRM Foundation is looking for help in a variety of areas:

- Assist in reviewing research grant applications
- Serve as a content reviewer for SHRM Foundation publications
- Assist with judging student scholarship applications
- Translate academic research findings into practitioner-friendly language

If you'd like more information on volunteer opportunities with the SHRM Foundation, contact Beth MacFarland at [bmacfarland@shrm.org](mailto:bmacfarland@shrm.org) at SHRM Headquarters.

Thank you again for supporting YOUR Foundation!

**Joe Sherrier** is the Dulles 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@eeihr.com](mailto:jsherrier@eeihr.com)



## SHRM Foundation 50-50 Raffle

Each month we raise funds for the [SHRM Foundation](#) with a 50-50 raffle. Tickets are \$1.00 each or 7 for \$5.00. The winner gets 50% of the total collected and 50% goes to the Foundation.

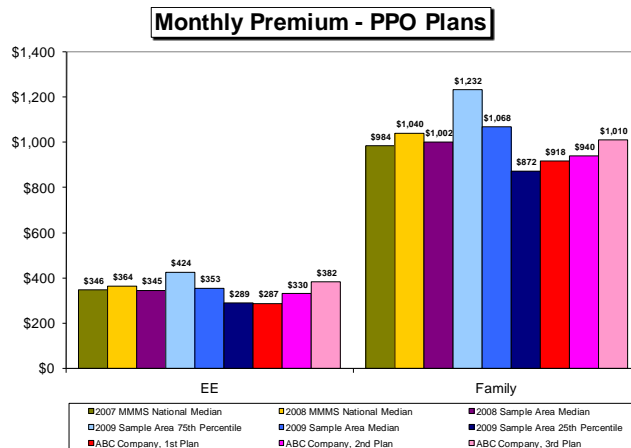
### Donations:

Dulles SHRM continues to support the needs of the [Embry Rucker Shelter](#) for the homeless in our community. Their highest needs are cash and gift cards to local area stores (like Target) - amounts in \$10, \$15 or \$20.

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

--- Open Now! ---

- 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, [click](#) on link below or type in: <https://2010survey.millimanomaha.com/survey/246792/f6c1/?LOID=1&b=DSHRM>
- Customized benchmarking – see how your plans compare to other local and national employers – identifying trends
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- Information to help you make better informed decisions
- Individual custom reports provided to participants at no cost
- Each section will save as you proceed through the survey, so you can save and return to finish at later time.
- Enter up to 6 medical and 3 dental plans. User-friendly web-based format. Secure site.
- Please address questions to **Becky Fuller** at (301) 545-1569 or e-mail at: [Fuller.R@TIE-Inc.com](mailto:Fuller.R@TIE-Inc.com)



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

## Helios HR Announces the Finalists for the 2010 Helios HR Apollo Awards.

Click here to see the finalists <http://www.helioshr.com/helios-hr-events/apollo-awards/2010-apollo-awards-finalists>



### 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 at the [Apollo Awards website](#). For additional information or to inquire about sponsorship packages: E-mail [Apollo@HeliosHR.com](mailto:Apollo@HeliosHR.com) or call Lizette Andreyko at 703.860.3882.

SPONSORS:



## Legally Speaking . . . .

Continued from Page 10

### Small Employer Subsidies

Beginning this year, employers with no more than 25 employees and less than \$50,000 in average wages are eligible for a tax credit for employer-provided health coverage. Through 2013, the tax credit is up to 35% of the employer's contribution if the employer contributes at least 50% of the premium. After 2013, available for two years, there will be a tax credit of up to 50% of an eligible small employer's contribution for health coverage purchased through the Exchange.

### Coverage Mandates

Effective six months after the new law is enacted, health plans must treat children up to age 26 as eligible dependents. Also effective six months after enactment, health plans may not impose pre-existing condition exclusions on children, and may not impose lifetime limits on the dollar value of coverage.

Beginning January 1, 2014, health plans may not impose *annual* limits on the dollar value of coverage. Also, beginning 2014, the new law starts setting maximum out-of-pocket costs for participants. Health plans – other than grandfathered existing health plans – must meet certain minimum benefit standards.

### Nondiscrimination Requirements for Insured Plans

Effective for plan years beginning on the date that is six months after enactment of the new law, *insured* group health plans may not discriminate in favor of highly compensated employees. (Self-funded plans already are subject to nondiscrimination rule under the Internal Revenue Code.)

### Special Rule for Employers that are Health Insurance Issuers

Effective for amounts paid in tax years after 2012 with respect to services performed after 2009, the deductibility of executive compensation for health insurance companies is limited to \$500,000.

### Tax Withholding and Reporting

Effective January 1, 2013, the Medicare portion of the FICA tax increases to 2.35% (from 1.45%) for earnings over \$200,000 for individuals (the threshold is \$250,000 for couples). Beginning with 2011, employers must report the value of each employee's employer-provided health coverage.

### Flexible Spending, Health Savings, and Health Reimbursement Arrangement Changes

Beginning with 2011, the new law prohibits tax-free reimbursements (e.g., from health flexible spending accounts, health reimbursement accounts, and health savings accounts) for over-the-counter drugs. Effective January 1, 2013, it caps annual pre-tax contributions to health flexible spending accounts at \$2,500, subject to inflation adjustments. The Reconciliation Bill delays the effective date to 2013.

### Employer "Pay-or-Play" Mandate

Beginning January 1, 2014, the following "pay-or-play" mandates apply: Employers with more than 50 employees will be required to offer health care coverage to employees or pay a penalty. The penalty for failure to provide coverage – applicable if at least one full-time employee receives government-subsidized Exchange coverage – is \$2,000 per full-time employee in excess of 30 employees. (The "Exchange" is a state-based program through which individuals can buy health coverage that includes subsidies for those with income that is 133%-400% of the [federal poverty level](#).) The Reconciliation Bill provides for a 30-employee threshold and imposes a \$750 per full-time employee penalty. A "full-time" employee is one who works on average at least 30 hours per week.

Even if the employer does offer coverage, the employer still must pay an annual penalty if at least one full-time employee receives the government-subsidized coverage. In general, eligibility for the government-subsidized coverage depends on availability and affordability of employer coverage: If employer coverage "with an actuarial value of at least 60%" is unavailable or if an employee's cost for employer coverage exceeds 9.5% of household income, a full-time employee would be eligible for the government-subsidized coverage. The penalty in this case is equal to the lesser of: (a) \$3,000 multiplied by the number of full-time employees who receive the premium tax credit, and (b) \$750 multiplied by the number of the employer's full-time employees.

In addition, employers must provide a "free choice voucher" to each employee who: (a) has income below 400% of the federal poverty level, (b) would otherwise have to pay more than 8% of the premium for employer coverage, and (c) enrolls in a plan in the Exchange.

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## Legally Speaking . . . .

(Continued from Page 13)

### **Waiting Period Prohibition**

Beginning January 1, 2014, waiting periods for health plan eligibility cannot exceed 90 days. The Reconciliation Bill eliminates the penalties imposed under the Senate Bill for waiting periods between 30 and 90 days.

### **Automatic Enrollment in Employer Plan and Individual Mandate**

Beginning in 2013, or possibly earlier (the effective date is not actually clear), an employer with more than 200 employees must automatically enroll its employees in the employer's group health plan. An employee thereafter may "opt-out" of the employer's group health plan coverage and either obtain other coverage or pay the individual penalty.

Beginning with 2014, virtually everyone must have at least a minimum level of coverage or pay an individual tax penalty for failing to do so. The penalty will be phased in over three years, beginning with 2014 and, in 2016, will be the greater of \$695 per individual per year, up to a maximum of \$2,085 per family per year, or 2.5% of household income.

### **Cadillac Coverage Excise Tax**

Beginning with 2018, employers must pay a 40% excise tax on single coverage, to the extent the value is in excess of \$10,200, and family coverage with a value in excess of \$27,500 (with higher thresholds for certain "high-risk" occupations). The Reconciliation Bill amends the Senate Bill by postponing the effective date from 2013 to 2018 and increasing the dollar thresholds from \$8,500 and \$23,000, respectively.

### **The Health Care "Reconciliation" Bill**

On March 21st, the House also passed the Health Care and Education Reconciliation Act of 2010. This bill makes several changes to original Senate Bill. The House wants these changes made to the now-enacted Patient Protection and Affordable Care Act, so it now heads to the Senate for debate.

While passage is expected, at least at this point, it might not pass intact, however, if certain provisions are found to violate the "Byrd rule," which restrict reconciliation bill provisions to only those that impact revenue and spending or if the Senate approves any amendments to it. Given that the Reconciliation Bill contains many of the "fixes" demanded by House members to vote for passage of the new law, more fireworks may be in store.

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**Dulles SHRM – Legislative Liaison**

## Congratulations Liberty University Blue Team Winners of the 2010 Virginia SHRM HR Games!

*Jordan McLaughlin, Blake Godwin, and Jerry Wendricks!*

The 2010 Virginia SHRM HR Games were held March 20 at James Madison University in Harrisonburg, Virginia. Cindy Hale, SPHR, President of the Virginia SHRM State Council, and Marcy Engle, PHR, Vice-President of the Virginia SHRM State Council, were present to make opening and closing remarks.

Five teams competed for the coveted title. James Madison University had two teams – JMU Gold and JMU Purple, Virginia Commonwealth University had one team – VCU Black, and Liberty University had two teams – Liberty Red and Liberty Blue. There were some exciting moments throughout the day. The finals came down to Liberty Red and Liberty Blue, with Liberty Blue victorious.

There were volunteers from SHRM Chapters across the state, including our own Dulles Chapter members, Christopher J Schaffer, SPHR, and Denise Henderson, PHR. Christopher, who is also a member of the Northern Virginia and HRA-NCA SHRM Chapters, was the Senior Judge; and Denise, current Past-President of the Dulles Chapter and Technology Director for the VA State Council, was an Emcee.

There were also representatives from the JMU Student Chapter, Liberty University Student Chapter, Shenandoah Chapter, Richmond Chapter, New River Valley Chapter, Central Valley Chapter, and more.

Congratulations to all of the contestants! We wish you the best of luck in your future studies and careers. And, for those of you continuing on to the SHRM HR Regional Games in Tennessee next month – we know you will represent Virginia very well. Good luck!



## Workforce Development: What are YOU doing about it?

Did you read the article in January's HR Magazine titled *At Work in 2020?* While we dodged the "mass-retirement of Baby Boomers" bullet (at least for the short-term) because the economy faltered and those close to retirement need to continue working to offset the losses in their retirement plans, there's still concern out there that the next bullet is coming our way: at some point we'll be increasingly pressed to find skilled talent to fill our company's needs. Many of us in the D.C. metro area have already felt this already, especially if you work in healthcare or IT...but the Department of Labor and other experts are saying it could get worse for all of us.

I recently attended a Talent Forum for Cisco partners, and Cisco showcased an impressive workforce development effort called Cisco Networking Academy. If you're interested in seeing how Cisco is dealing with workforce development and talent shortage issues, check out their site: <http://www.cisco.com/web/learning/netacad/index.html> I'd also love to hear what your company is doing in this area. If you'd like to share your ideas and programs your company has put in place, please email me at [maia.lucier@us.didata.com](mailto:maia.lucier@us.didata.com) and I'll try to feature some examples in future newsletters so we can all learn from each other. I look forward to hearing from you!

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## Welcome to DullesSHRM



~ Proud to be your "Chapter of Choice" since 1987 ~

**DullesSHRM is the Dulles Chapter affiliate of the Society for Human Resource Management.**

**Our members comprise over 250 of the top human resource professionals in the Dulles corridor.**

Learn more at [www.DullesSHRM.org](http://www.DullesSHRM.org)

## 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.

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