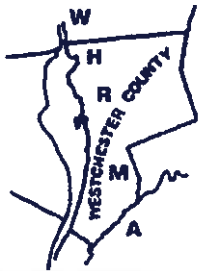


# Westchester Human Resource Management Association



WHRMA News



AFFILIATE OF  
**SHRM**<sup>TM</sup>  
SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

September 2010

## July Meeting ReCap—Health Care Reform

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WHRMA did something a bit different this year, we actually held a program in the summer!!! Our July breakfast meeting focused on the topic of Healthcare Reform. Our panelists were Kerry Flynn-Barrett, VP of HR for Northern Westchester Hospital; Paul Vitale, VP Government & Community Relations for the Business Council of Westchester; and Gary Sastow, Esq.

The panelists were presented questions and each had a chance to respond. We then opened up the floor for Q&A. Below is a brief summary of our discussion.

- There was a major concern from all the panelists regarding how healthcare reform will be funded.
- Healthcare reform will grant access to 32 million uninsured individuals. However, the bill does not

necessary meet the needs of the uninsured.

- It will pose some health care industry reforms, such as no lifetime limits, elimination of pre-existing conditions, etc.
- Healthcare Reform did nothing to address tort reform; nor did it address mandates for the future as to what states can do.
- The small business credit that's in the bill will not apply to most of Westchester's small businesses as the income limits are low and look at a national average vs. regional.
- Deep Medicare cuts are going to affect providers—providers are fighting for just about every reimbursement dollar they receive.
- The penalties for not providing insurance may be less costly than actually providing the coverage.

- There is a feeling that we will be moving to a structure that will have less choice for employees vs. the vast choices that are currently being offered by organizations.
- We are still awaiting definitions of essential coverage; minimum requirements are yet to be developed & communicated; this will affect everyone as well.
- Pharmacy will see dramatic changes; we are going to see a shift toward deductibles for pharmacy.
- Most were not happy with the flexible spending account limitations being implemented.

Bottom line—stay tuned! Healthcare Reform is a moving target, one which the HR Community must stay on top of in order to be successful.

### HR JOBS:

Visit our website [www.whrma.org](http://www.whrma.org) for HR openings in our area. We'll be happy to list any openings you may have as well! You can also post your resume on the site if you are interested. Any questions? Send an email to Angela Bellizzi: [anbellizzi@aol.com](mailto:anbellizzi@aol.com).

*For those interested, we now have the local Whine and Dine Schedule on the Networking page of our website.*

### JACKSON LEWIS EMPLOYMENT ROUNDTABLE PROGRAMS:

November 3, 2010: 3 pm—5 pm

*Programs are free and offered to members only.*

WHRMA; PO Box 1131, White Plains, NY 10602

**Grandfathered Plans: “If you like your coverage, you can keep it.”** Submitted by: Greg Chartier, SPHR

No, this is not “What’s My Line” but the oft-heard marketing hook used as Congress debated health insurance reform. Consistent with the new law’s lack of focus on ‘bending the cost curve’ there is a cost to keeping the coverage you have. The regulations issued on retaining ‘grandfather’ status run over 30 pages and detail the rules of engagement by which an employer can keep the coverage he currently has.

Retaining grandfather status is a business decision that requires planning with an employer’s agent/ broker, the in-house benefits advisement team; and likely your tax advisor. Maintaining grandfather status under these regulations carries a business cost that needs to be understood before any plan changes are enacted. If you needed to renew your plan prior to the issuance of the regulations – and find that you are now out of compliance and thus unintentionally lost your grandfather status – there are special provisions to allow you to correct and come into conformance with the regulations.

In brief, to maintain grandfather plan status, businesses **cannot**:

- ‘significantly’ cut or reduce benefits within the plan;
- raise co-insurance charges which typically require a patient to pay a fixed percentage of a charge;
- ‘significantly’ raise deductibles;
- ‘significantly’ lower employer contributions;
- add or tighten annual limits on what an insurer pays; and
- change insurance companies.

‘Significantly’ in each instance referenced in the regulations is defined according to a formula for that category, translated to a percentage threshold by which that particular benefit, co-pay, deductible, etc. can be increased to retain grandfather status.

All employers retaining grandfather plan status must provide disclosure to employees and must provide contact information for questions and complaints.

A model notice can be found at: [www.dol.gov/ebsa/grandfatherregmodelnotice.doc](http://www.dol.gov/ebsa/grandfatherregmodelnotice.doc)

### Some Quotes....

*Our character...is an omen of our destiny, and the more integrity we have and keep, the simpler and nobler that destiny is likely to be. - George Santayana (1863—1952)*

*Real integrity is doing the right thing, knowing that nobody’s going to know whether you did it or not. - Oprah Winfrey (1952—)*

*Facts do not cease to exist because they are ignored. - Aldous Huxley (1894—1963)*

*Let us take things as we find them: let us not attempt to distort them into what they are not. We cannot make facts. All our wishing cannot change them. We must use them. - John Henry Cardinal Newman (1801—1890)*

## Your Board—Your WHRMA Resource

### President

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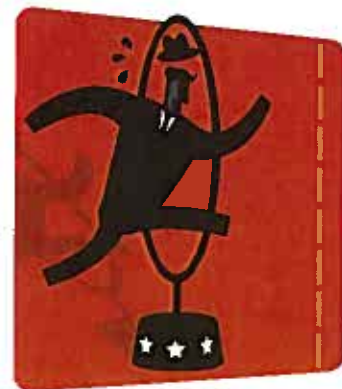
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### *Just a Reminder..*

*The registration deadline for our Tuesday Morning Breakfast meetings is the Friday prior to the meeting.*



## How good are you at delegating? Source: The Organized Executive's Priority One, 7/8/10

Answer yes or no to the following questions to determine how well you are delegating to your team members.

1. I have too much work to do, and therefore, I typically stay long after others have gone home for the day. ( ) Y ( ) N
2. My team or department cannot function when I am not in the workplace. ( ) Y ( ) N
3. Much of my to-do list consists of tasks that other team members could learn how to do. ( ) Y ( ) N
4. It takes more time and effort to train staff to take on tasks than it does for me to just complete them myself. ( ) Y ( ) N
5. When a team member is failing at a task I've delegated, I take it back. ( ) Y ( ) N
6. After I have delegated a task, the person often comes back to me saying that I am more qualified to complete the task. ( ) Y ( ) N
7. When I do delegate things, I often have to nag employees to complete the tasks, and I end up just doing them myself. ( ) Y ( ) N
8. I feel overwhelmed with the amount of work I have to do, yet sometimes I

catch other team members talking at the water cooler, surfing the internet or taking long lunches. ( ) Y ( ) N

If you answered "yes" to more than three of those statements, you have a hard time delegating tasks. You may not feel confident in your team members' abilities to manage the new roles, or you may simply feel the need to be in control and do things "your way". However, your unwillingness to delegate is overloading you, meaning that you aren't spending enough time on your top priorities. And you are blocking important learning opportunities for team members. (For more on delegating, go to page 5.)

### Study Coaching to Enhance Your Professional and Personal Life



**LifeFacilitation Institute® (LFI)**, an integrative Coaching Academy, announces its new training program for HR and other professionals who desire to learn how coaching will improve their effectiveness, enhance their performance and improve their lives in and out of work.

The fast-paced, high value LFI program provides small-group and one-on-one training in coaching, which, combined with therapeutic and consulting strategies, will help clients move forward more rapidly in tangible ways, and lead more quickly to concrete, positive results.

The course features:

- Proprietary training led by a team of highly respected and experienced professionals
- Dynamic discussions, small group sessions, and one-on-one interactive and coaching sessions
- LFI Coach Certification upon completing the course

The fall training program will start in October.

For more information please call:  
**914.705.4500**



**LifeFacilitationInstitute®**  
Ella Scheinwald

## Welcome to Our New Members!!!!

Geralyn Spenceer	Adecco
Jennifer Schembari	
Shelia Goodman	
Karen Tressa	Executive Solutions Consulting Group
Christopher Radding	John Hancock Financial Services
Kim Reed	My Publisher
Deirdre Tate	Newmark & Company Real Estate, Inc.
Janice Florence	
Rori Fox	The Dannon Company
Annette Bucci	Turtle Beach



### 5 Tasks to Start Delegating Today:

- Email:** Forward all routine inquiries to a designated staff member. Ask that person to take responsibility for all follow up correspondence as well.
- Agendas:** Pick a point person to plan an upcoming meeting. Give that person a list of the items you want to cover during the session, and let the rest of the team know whom to contact to add items to the agenda.
- Staff Scheduling:** Allow a staff member to take control of his/her area and you may be delighted to see the creative alternatives the person comes up with. Be sure to specify requirements like core hour coverage and the results you expect, including minimum staffing levels, and then explain what level of latitude you are prepared to allow.
- Repairs:** How often do staffers turn to you when the copy machine breaks, a computer goes on the fritz or a light bulb burns out? Use your time more wisely; hand over the repair manual and the keys to the supply closet, and teach a handful of workers to take care of those routine problems.
- Research:** Outline your vision for a project or recommendation. Then assign a promising and eager staffer to do the legwork for you. Specify a deadline that allows you to review and assimilate the research and write your recommendations.

**Key to Success:** Delegating a task does not mean you never have to think of it again. Your responsibilities include following up with staffers to make sure they are performing delegated tasks to your standards.

## SHRM Seminar News for 2010

### NYS SHRM Annual Conference

September 12—14, 2010

Saratoga Hilton/City Center

Keep an eye out for more details on [www.nysshrm.org](http://www.nysshrm.org)



## 2010 Chapter Meeting Dates

### All are Breakfast Meetings

**Tuesday, September 21, 2010**

*Social Security Presentation*

**Tuesday, October 5, 2010 (Tentative)**

*Evening Networking Event*

**Tuesday, October 19, 2010**

**Tuesday, November 16, 2010**

*A Way to Avoid Litigation*

**December (Date TBD)**

*Annual Holiday & Board*

*Installation Dinner*

**Go online for more details:**

**[www.whrma.org](http://www.whrma.org)**

*Remember that the registration deadline for Tuesday morning programs is the Friday prior to the meeting.*

### Our Purpose:

1. To provide a forum for educational presentations and the discussion of topics relative to the HR profession.
2. To encourage and support members in their pursuit of professional certification.
3. To provide a clearing house of human resource information to the business community.
4. To cooperate with other human resource organizations in meeting the needs of the HR professional.
5. To provide information and services to serve the professional and advance the profession.

### UPCOMING MEETING DATES:

#### International SIG Dates

Thursday, October 14, 2010

Tuesday, December 7, 2010

Tuesday, February 8, 2011

Tuesday, April 5, 2011

#### Coaching/OD SIG Dates

TBD

#### Comp/ER SIG Dates

Thursday, September 23, 2010

Thursday, October 21, 2010

Thursday, November 18, 2010

Thursday, December 16, 2010

### FSA Facts—HR Executive—June 2, 2010

If you didn't already know, over the counter drugs will no longer be eligible expenses for flexible savings accounts under the healthcare reform law. In addition, individuals will not be able to contribute more than \$2,500 to an FSA beginning in 2013.

According to a Hewitt Associates analysis, the impact of those changes should be not wide-ranging, as few employees contribute to FSA's and most contribute less than the \$2,500 maximum limit.

The analysis of 220 employers covering more than 6 million employees found that 20% of employees contributed to an FSA in 2010, typically saving between \$250 and \$640 in federal taxes each year. Three-quarters of the FSA expenses were for prescription drugs and medical treatments. Only 7% of claims in 2009 were for over the counter drugs.



# Our Advertisers

**Your Ad Could Be here...**

Our prices are:

1/4 page ad: \$100 per issue

1/2 page ad: \$150 per issue

Full Page ad: \$200 per issue

If you are interested in advertising in our newsletter, contact Elizabeth Rossi, Communications Chair at [erossi@theosborn.org](mailto:erossi@theosborn.org).

**Are you an HR service provider?** Why not consider sponsoring a meeting or advertising on WHRMA's website? Here are our rates:

**Meeting Sponsor—\$650**

- Acknowledgement in meeting announcements
- Introduction at meeting and a 10 minute speaking opportunity
- Skirted display table for materials
- Contact list of attendees

**Vendor Display Table—\$150/meeting**

- Exhibit literature, provide handouts, promote your services and products to meeting attendees.

**Website Advertising**

- 6 months = \$300
- 12 months = \$500

## Consulting requires

the balance of data, judgement and business knowledge.

For information, call (914) 633-3335



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is balancing HR strategies and business solutions.

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Visit us online at [www.nadelgroup.com](http://www.nadelgroup.com)

Take our FREE organizational effectiveness quiz.

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# Developing Responsible Leaders: Who is Responsible?

## NEWYORK

Columbia Business School

Friday September 24th, 2010

9:00am – 4:30pm

## What is the role of universities and employers in building responsible leaders? How does this affect you?

From classroom to boardroom - Join us at the 2010 TopMBA Careers Conference: a one-day meeting at Columbia Business School between talent management leaders and universities to address their joint role in developing 'responsible' corporate leadership for the future.

- What are companies doing to groom high potentials into responsible leaders?
- How are universities adapting to the new corporate landscape?
- How do companies identify and attract graduates who are likely to be responsible leaders?

Register online at

[www.qs.com/topmbacareers/conference/registration](http://www.qs.com/topmbacareers/conference/registration)



### FEATURED SPEAKERS:

Kerri Arman  
Larry Bridwell  
Susan Glendon  
Esmeralda O. Lyn  
Renee Murphy  
Emily Nossan  
Elaine Page  
Arturo Poiré  
Priya Raghbir  
Donald Schepers  
Catherine Ruvolo  
Anna Tavis  
Patrick Williams  
Kathrin Winkler

Director, Global Recruitment – Colgate Palmolive  
Professor of Management Science – Rice University  
Head of Talent Acquisition – Gartner  
Professor of Finance & International Financial Services – Zayed School of Business  
Sr. Director Talent Acquisition – EMC  
Lead Recruiter – Towers Watson  
SVP, Talent Development & Acquisition – Dunn & Bradstreet  
Global Head of Talent Management – Marsh McLennan  
Professor of Marketing – NYU Stern  
Associate Professor of Management – Baruch College  
Vice President, Talent and Strategy – CIT  
Sr. Director, Talent and Organization Development – AIG  
Director, Global Talent Management – Go2 Us  
Sr. Director, Corporate Sustainability – EMC