



CVHRMA NEWS



HR Success at CVHRMA

Central Valley Human Resource Management Association

April 2007

Changes mean HSAs can now do double duty

New rules governing Health Savings Accounts are making them more attractive to consumers, who can use HSAs to help reduce health insurance costs now - and, potentially, in retirement.

Health Savings Accounts are like Individual Retirement Accounts for health care. They were created by Congress in 2003 so that workers could cover some of their medical costs with pretax money if they have high-deductible health insurance plans.

The idea is that workers and their employers can fund the tax-free accounts, with withdrawals used for co-pays at doctors' offices, prescription and nonprescription medicines, and hospital services not covered by insurance.

Because unused balances in the HSAs can be rolled over from year to year, some financial advisers are suggesting that the accounts can be a way for families to accumulate money to be used to cover health-care costs in retirement, including Medicare deductibles and long-term care insurance.

JoAnn Mills Laing, author of "The Consumer's Guide to HSAs," predicts further growth in HSAs, in part because more companies are offering high-deductible insurance plans to their workers. That's because these plans are less costly for employers and employees ~By Eileen Alt Powell, The Associated Press

The 2007 Board

If you have questions, comments, suggestions, needs, or desire to volunteer, contact a board member.

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CVHRMA Chapter News



CVHRMA is a Superior Merit Chapter. YEAH!!!!!!!!!!!!!! My goal has been reached and I truly appreciate all the hard work each and every one of you who contributed to the success of our obtaining the Superior Merit Award. ~ Lynn Clay, President

SPHR Study Sessions

CVHRMA is putting together a Study Group for the SPHR certification. It will be free to active (paid) members of CVHRMA and a cost of \$150.00 for non-members of CVHRMA. We will also offer extra study material (Audio CD's, terms list, notes, and etc) from Dr. Hernandez the CVHRMA Student Chapter Faculty Advisor. Cost for the extra study material will be \$20.00. The proceeds will go to the Student Chapter and the CVHRMA. If you are interested in the Study Sessions, please email Marcus Wirowek at Marcusw@donsmobileglass.com

WEBSITE JOB POSTINGS

The website is now posting jobs for free for all CVHRMA members. For non-members, the price is \$30 for a 30 - day posting. The website has a feature that allows a CVHRMA member and/or company representative to email their jobs for posting.

Upcoming Luncheons/Events

- April 18, Art Tharpe, Regional Director of California Association of Employers "HR's Role in a Hiring Freeze"
- April 23-24, State Council Legislative Conference, Sacramento, Ca
- April 27-28, Student Chapter HR Games California State University, Fresno



Survey: HSA plan enrollment increases

Membership in high-deductible health plans, offered in conjunction with health savings accounts, has increased over 40 percent in the last year.

The number of Americans with these plans has grown by 1.3 million, from 3.2 million in January 2006 to 4.5 million in January 2007, according to a new census by America's Health Insurance Plans, an industry trade group.

Not all people enrolled in these plans open or fund their HSA accounts, and the survey did not look at coverage associated with health-reimbursement arrangements, which are most common in the large-group market.

HSA plans accounted for 25 percent of new products in the individual market, 17 percent of new policies in the small-group market, and 8 percent of new policies in the large-group market, according to the survey.

In the individual market, the survey found that enrollment rose 24 percent from 855,000 in January 2006 to 1.1 million in January 2007. Some 27 percent of the new enrollees were previously uninsured.

In the group market, enrollment more than doubled, from 1.4 million to 3.4 million, with about two-thirds of the membership being in the large-group market.

Sacramento Business Journal

Fall Workshop

The CVHRMA Board is starting to plan for our Fall Workshop. Last year we were able to get the Workshop approved for CEU's. Any input from members on speakers, vendors, and anything else related to the Fall Workshop would be greatly appreciated. Please send comments to Lynn Clay at Ldclay@tid.org

SHRM Conference

SHRM's 59th Annual Conference & Exposition, June 24-27, 2007. Las Vegas, Nevada.

Online registration at: www.shrm.org/conferences/annual/

SHRM Scholarship

Twenty-four (24) scholarships of \$1,500 each are awarded annually to help finance higher education for the children of SHRM members. Each award is for either the first or second year of study at a four-year college or university.

The application deadline is May 15, 2007. More information, including the scholarship application form, is available on the SHRM website at <http://www.shrm.org/sons&daughters/>

Laughs and Horror Stories

Evolution of the Casual Day

Memo No. 1: Effective immediately, the company is adopting Fridays as Casual Day so that employees may express their diversity.

Memo No. 2: Spandex and leather micro-miniskirts are not appropriate attire for Casual Day. Neither are string ties, rodeo belt buckles or moccasins.

Memo No. 3: Casual Day refers to dress only, not attitude. When planning Friday's wardrobe, remember image is a key to our success.

Memo No. 4: A seminar on how to dress for Casual Day will be held at 4 p.m., Friday in the cafeteria. Fashion show to follow. Attendance is mandatory.

Memo No. 5: As an outgrowth of Friday's seminar, a 14-member Casual Day Task Force has been appointed to prepare guidelines for proper dress.

Memo No. 6: The Casual Day Task Force has completed a 30-page manual. A copy of 'Relaxing Dress Without Relaxing Company Standards' has been mailed to each employee. Please review the chapter 'You Are What You Wear' and consult the 'home casual' versus 'business casual' checklist before leaving for work each Friday. If you have doubts about the appropriateness of an item of clothing, contact your CDTF representative before 7 a.m. on Friday.

Memo No. 7: Because of lack of participation, Casual Day has been discontinued, effective immediately.

Directions to the SOS Club

819 Sunset Ave
Modesto, Ca

