

HRS/TND ASSOCIATES, INC.

Your HR and Benefits Specialists

The HR-Edge March Edition

Welcome to the March edition of the HR-Edge. As always, there are many hot HR topics right now and so little time to report it. In this issue we are highlighting just a few recent and critical matters.

Next HRS Seminar—Save the Date!

Our next seminar will be on April 6, a Tuesday, at Cabela's in Hamburg. Set aside the date so you don't miss this valuable program. We begin at 9, serve a great continental breakfast and present two topics and have a Q and A period on any HR related issue. We send you back to work by noon.

We are open to your suggestions on content and topics of interest to your business. Contact Tom Dondore at tom@hrstndassociates.com.

Did you know that the PA Insurance Department has changes some rules and now the Blue Cross and Blue Shield you grew to love have changed the way they underwrite your group? This can't be good! We will talk about it in the seminar.

Email us at hrguys@hrstndassociates.com for information on how to register.

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Please feel free to talk to any of our consultants for clarification of any information provided and visit our website for details about HRS at www.hrstndassociates.com

PA Mini-COBRA is Here!

Do you know what to do? As the employer, you must provide certain notifications not only to the insurance carriers, but to those experiencing a qualifying event as well. Don't want the hassle? Let HRS handle it for you. Our experienced administrator is well-versed in both federal and state COBRA laws, and our prices beat the competition (no invoice fees). Contact Sean Glasser at 610-371-9505 x28 for more information.

Will ARRA and COBRA and UC be Extended?

As of the time this newsletter was produced, the Senate had not passed legislation to extend the time frame involuntarily terminated employees would be eligible for government subsidized rates. Technically, eligibility for subsidy to newly laid off individuals ended 2/28/10. On February 25, 2010, the House of Representatives passed a short term solution by extending COBRA subsidies through March 2010 (which would offer time to establish a longer-term solution). The Senate adjourned without passing the bill.

You might have read that Senator Bunning has been the lone holdout on passing the ARRA extension as well as other elements of Unemployment Comp extension as well. He has been firm in his opposition to the costs of these measures even though they are relatively small potatoes in the entirety of the \$787 billion ARRA legislation.

Because unemployment is still hovering around 10%, we believe there will be an extension to the program. We understand the additional work and strain this places on employers. Since a passing bill will be implemented retro-actively, keep your eyes on the news for updates.

Sean Glasser, the HRS COBRA Administrator, has been closely monitoring Congressional action on these matters and he can be reached at 610 371 9505 ext 28.

The Professor's Comments

By Michael H. Scheerer, BS, MBA, Med., Senior HRS Consultant
As I ponder business today, the more I think HR-type folks, and management in general, must deal with the reality that 10% unemployment is likely to be here for a while. So stop sending the message, "Just be glad you have a job" to the survivors who the businesses NEED to keep going."

Business is left with the most experienced and able workers; workers who might still be affected by wage freezes, reduced benefits (especially 401k), and the like.

Many businesses are not filling vacancies created these days. So, the survivors must do STILL MORE with LESS!

Some employers do fill a few jobs with part-time folks or temps. They should consider prorated PTO for part-timers and possible inclusion in other benefits. Older workers, who might stay because they "have to" are feeling increasingly disenchanting.

Businesses have the challenge of keeping going and not knowing what's coming next, i.e. TAXES? But they cannot successfully walk the "tight rope" without productive employees!

New Program—Public Offering of the HRS Supervisor Symposium

Also we are in the process of organizing a program of six consecutive sessions for supervisor and manager development. This is a version of our very successful in-house training for supervisors and managers. This program will be open to the public and classes will be held in a Lehigh Valley location.

We will be presenting content designed to grow and enhance supervisory skills and knowledge. Our courses are practically oriented and structured; they contain substance, not foo-foo, cutesy stuff. We believe in solid, skill based training. If you wish more information, contact Mike Scheerer at mikes@hrstndassociates.com

HRS/TND Associates just keeps growing, thanks to our terrific clients! We appreciate these new clients choosing our services:

- ◆ F. M. Brown
- ◆ Village at Willow Lane
- ◆ Morgantown Masonry
- ◆ Temple Rodeph Torah
- ◆ Zeus Industrial Products
- ◆ Commercial Waterproofing, Inc.
- ◆ Hidden Meadows on the Ridge

HRS/TND Associates, Inc. is a full service Human Resource consulting and HR outsourcing firm based in Reading, PA. Our team of senior level Human Resource professionals provides consultation and service in all aspects of Human Resource Management. Our capabilities include employee relations, benefits, recruiting and staffing, compensation, HR administrative services, surveys, audits, policy and handbooks, performance management, testing, background checking, and training. We are experts in full or partial Human Resource outsourcing where we become your HR department.

For further information, please check out our website at www.hrstndassociates.com

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