



Don't miss our September 12th panel discussion of how to work with Generation X and the Baby Boomers!

Thought for the day..... Successful individuals discover what works for them and they repeat it again and again and again. They stop doing what does not work for them and focus time and energy with what works!

AUGUST MEETING

\$20 Member / \$25 Non-Member

Wednesday August 8th
Windmill Restaurant, Carlsbad

11:30 a.m - 1:00 p.m.
RSVP: (760) 438-1809 ext. 104 (No later than Friday before)

HIGH BENEFIT, LOW COST BENEFITS

At a time when we are all looking for ways to save money for our companies yet working at retaining our quality employees, a call was put out for inexpensive and innovative employee benefits. Our August meeting will be a focus on employee perks which are low cost yet have high perceived benefit from an employees perspective. We have assembled a panel of 5 of the leading Employee Benefits Professionals in North County. With over 75 years of combined experience, they will discuss benefits from Cafeteria (125) Plans to Voluntary Benefit Programs. You'll learn about proven tax saving programs for all employees, plans with no cost to the employer, and inexpensive perks for key executives.

Dennis McDade, CLU, heads the Employee Benefits Division of USI Insurance Services – San Diego. He has been providing Employee Benefits since 1971 and is the former President of the Vista Chamber of Commerce.

Jim Morrison, RHU is Vice President of William King & Associates a local firm specializing in employee benefits for almost 30 years. He helps clients successfully navigate the field of health insurance and ancillary benefits through expertise and high service.

William Peartree is a principal of Corporate Benefit Solutions, a full service benefits firm that has been bridging the gap between businesses and employees for more than 15 years.

Sheri Strange has been specializing in Long Term Care Insurance since 1984 and represents over 15 major carriers. Her agency works with groups of 2 to 500 employees.

John Vermeren is Immediate Past President of the San Diego Association of Health Underwriters, has been specializing in employee benefits for 19 years, and has recently started his own firm Vermeren Insurance Services.

Upcoming Speakers and Topics:

Sept 12th ~ How to work with Baby Boomers and Gen Xers!

Oct 10th ~ Union Trib columnist Michael Kinsman - Trends for the Future!

President's Pen

by John Vermeren



Well Dave Kulchin did it again! I can't tell if it was the Harp Music, the weather, or the beautiful setting but I do know it was a very special evening.

The Summer Social was such a great opportunity to visit with old friends, make new friends, and learn about the trends in San Diego County. Two of the trends I heard about were the scarcity of HR openings at the same time as an increase in our unemployment rate with some suggesting 7% unemployment in the near future. It's also a time when retaining quality employees is important.

We've heard a number of speakers this year talk about creative ways to retain employees and show them they are valued without spending a lot of money. Ted Owens (President of the San Diego Business Journal) told us how he provides Starbucks in his coffee room and on deadline Tuesdays he pops popcorn and hand delivers it to all his employees at their desk. Even Casual Fridays or Pizza Fridays are an inexpensive way to raise morale and encourage camaraderie. Surveys have been presented that show employees appreciate and respond to these creative perks more favorably than the cash equivalents.

Next month's presentation of high benefit, low cost, employee benefits should be timely and helpful. Join us then to learn how to leverage your benefit budget. See you August 8th.

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Legal Update

by Lou Storrow



NCPA is tracking four bills pending in the state legislature:

AB 181: Still in Committee; may not pass. Would result in the following minimum wages over the next five years: \$7.25 as of 1/1/03, \$7.75 as of 1/1/04, \$8.25 as of 1/1/05, and \$8.75 as of 1/1/06, with mandated increases yearly thereafter to "maintain employee purchasing power."

AB 800: Passed Assembly. Currently in Sen. Approp. Comm. Codifies existing DFEH regulations regarding workplace language rules. Would make it unlawful for an employer to prohibit use of any language in the workplace unless the policy is justified by an "overriding business necessity," and notice of the policy is given to employees. An earlier provision for a \$5,000 fine has been deleted.

AB 1025: Passed Assembly. In Sen. Approp. Would mandate that an employer allow a nursing mom an appropriate place – not a toilet stall – to express milk during a regular break or an additional, unpaid break. Exempts employers whose operations would be "seriously" disrupted. \$100 fine for violators.

SB 147: Passed Senate. In Assem. Approp. Would prohibit an employer from secretly monitoring e-mail or other computer records generated by employees. Employer who intends to inspect, review, or retain e-mail etc. must distribute workplace privacy and electronic monitoring policies and practices. Violation would be a misdemeanor.

Two case opinions we thought you should know about:

In *Dudley v. Department of Transportation* (June 28, 2001) the Cal. Court of Appeal ruled that a diabetic supervisor who required frequent absences was not entitled to disability protection under FEHA, because she could not perform the job's essential functions. However, the employer may have violated CFRA by not allowing her medical leave. This emphasizes the importance of reconciling FEHA protection with other laws including FMLA and CFRA, and employer policies regarding sick leave and short term disability.

In *Nichols v. Azteca Restaurant Enterprises* (9th Cir., July 16, 2001) a Federal court confirmed that a man harassed because of his "effeminate manner" was protected by Title VII. Discrimination includes behavior motivated by an employee's failure to live up to gender stereotypes. This case tends to marginalize the Las Vegas casino case earlier this year (*Rene v. MGM Grand*) in which Title VII was held not to apply to a gay man harassed by fellow employees.

Newsletter

by Jaimee Pittman

Job Bank

by Sandra Smith



Are you a human resource professional seeking an outlet for your hidden creative side? Or maybe you aren't a writer, but you have some ideas for future topics, columns, or articles to be featured in the NCPA newsletter? Do you have an interest in graphic arts and some thoughts about newsletter lay-out? I would love to hear your ideas. Please call or send me an email with any suggestions. (858) 549-0501, ext.13 or jpittman@baroncenter.com

*Articles must be approved by the board and cannot serve as advertisement for your company services.

Employers Posting HR Positions: E-mail descriptions to sandrasmith@right.com or fax to (858) 587-0805 Description should include job titles, duties, qualifications, salary range (optional) and contact fax number or email address so NCPA members can forward their resumes directly. Your company name will be included unless you request a blind ad. *NCPA membership is not a requirement for companies to post jobs.*

Members Accessing Listings: Obtain a copy of the listing at the monthly meeting or logon at www.ncpasd.org

The User name is: members

The Password is: Jobs

Fax or mail your resume directly to employers. Your cover letter should indicate that you are responding to a NCPA Job Bank Listing. ***NCPA membership is required to access the job bank.*** ** For additional information please contact. sandra.smith@right.com / Phone (858) 320-7794

Benefit Tip of the Month

By William Peartree

SOME SERIOUS RELIEF

On June 7th, 2001, President Bush signed the "Economic Growth and Tax Relief Reconciliation Act of 2001." The EGTRRA has done more than any recent legislation to encourage individuals to participate in employer-sponsored retirement plans. Summarized below are just a few of the numerous provisions affecting 401(k) plans. All provisions are effective for years beginning after December 31, 2001, unless stated otherwise. Note that all the amendments made by the Act sunset for years beginning after December 31, 2010, at which time provisions of current law will be reinstated unless new legislation is passed.

MAJOR RETIREMENT SAVINGS PROVISIONS OF H.R. 1836*

Issue	Current Law	EGTRRA												
Maximum Salary Reduction Contribution Plan (Section 402(g))	Section 402(g) limits elective deferrals under most salary reduction plans, (e.g., section 401(k) plans and section 403(b) arrangements) to \$10,500 (in 2001).	The limit on elective deferrals would be increased to \$15,000 as follows: <table border="1"> <thead> <tr> <th>Year</th> <th>Limit</th> </tr> </thead> <tbody> <tr> <td>2002</td> <td>\$11,000</td> </tr> <tr> <td>2003</td> <td>\$12,000</td> </tr> <tr> <td>2004</td> <td>\$13,000</td> </tr> <tr> <td>2005</td> <td>\$14,000</td> </tr> <tr> <td>2006</td> <td>\$15,000 (indexed)</td> </tr> </tbody> </table>	Year	Limit	2002	\$11,000	2003	\$12,000	2004	\$13,000	2005	\$14,000	2006	\$15,000 (indexed)
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Defined Contribution Plan Limit (Section 415(c))	Section 415(c) currently limits maximum annual contribution plans on behalf of an individual to the lesser of 25% of compensation or \$35,000. The 35,000 limit is indexed for inflation in \$5,000 increments.	The \$35,000 limit in section 415(c) would be increased to \$40,000 beginning in 2002. Future indexing of this limit would be in \$1,000 increments. [The 25% of compensation limit is modified as described below.]												
Compensation into Account (Section 401(a)(17))	Under section 401(a)(17) compensation that may be taken into account in determining benefits under qualified plans is limited to \$170,000 (in 2001), indexed in \$10,000 increments. In 1993, the limit was \$235,840.	The section 401(a) compensation limit would be Taken increased to \$200,000 beginning in 2002 (with future indexing in \$5,000 increments).												

For a complete matrix of EGTRRA Provisions, please send e-mail to Peartree@CBSRS.com. William Peartree is a partner with Corporate Benefit/Retirement Solutions LLC.

South County Personnel Association

Date: 2nd Thursday of the month
 Time: 11:30 am - 1:00 pm
 Place: San Diego Country Club
 88 L Street - Chula Vista CA
 Cost: \$15 Members/\$20 Non-members
 RSVP: 619-687-7412

ASTD - San Diego Chapter

www.astsandiego.com
 Date: 4th Wednesday of the month
 Time: 11:30 am - 1:00 pm
 Place: Handlery Hotel
 950 Hotel Circle North
 Cost: \$25/\$35 Pre-Registered
 \$30/\$40 After Deadline
 RSVP: 858-581-2783

East County Personnel Association

www.sdshrm.org
 Date: 3rd Thursday of the month
 Time: 11:30 am - 1:00 pm
 Place: The Brigantine Restaurant
 9350 Fuerte Drive, La Masa, CA
 RSVP: 858-587-7568

Society for Human Resource Management

Date: 3rd Wednesday of the month
 Time: 11:30 am - Registration / 12:00 pm Lunch
 Cost: \$25/\$40 - Pre-Registered
 RSVP: 619-589-0111

MEMBERSHIP HAS ITS PRIVILEGES!

As members of NCPA you know the value of your organization. You receive the latest Human Resources legal and trend updates, professional opportunities to network and a peer group to share strategies with.

With the exciting events and seminars planned for the remainder of 2001, why not give a Gift Membership to a friend, colleague or client? They are available at a \$50z discounted rate and you will receive \$20 towards our wonderful holiday party in December. It's a great way to share the value of our organization while increasing and strengthening our foundation.

To request a Gift Membership Certificate, please contact Mardi Montague at: mmontague@eastridge.com or telephone 760-438-1809.

Check out our web site! www.ncpasd.org

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