



*Don't miss Union
Tribune columnist
Michael Kinsman, at
the October 10th
luncheon.*

Seasons Greetings!

*It's time to plan for
the Holiday Season's
most festive celebra-
tion the NCPA
Holiday Party.
Mark your calendar
now!
Wednesday,
December 12, 2001
11:30 a.m. — 1:30 p.m.
Four Seasons Aviara
Resort*

OCTOBER MEETING

\$20 Member / \$25 Non-Member

Wednesday October 10th
Windmill Restaurant, Carlsbad

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

Listen to San Diego Union Tribune Columnist Michael Kinsman discuss "Emerging Trends in the Workplace" with NCPA members at the Windmill Restaurant during our October 10th luncheon.

Many of you have read Michael's educational and entertaining editorials each Monday in the San Diego Union Tribune Business Section. Michael's insight into the ever-changing workplace environment crosses the many sectors of San Diego County's diverse business community from High Tech to Bio Tech to Defense as well as Brick and Mortar!

His insight into the workplace directly impacts Human Resource departments in all companies and will help you prepare for next year and beyond. How you treat employees directly impacts how well you keep employees! Listen to him discuss how you can improve retention, morale and productivity within your whole company and prepare for the future at the same time.

Meet the man behind the San Diego Union Tribune Monday Workplace Editorial and your NCPA Associates at the Windmill Restaurant October 10th for lunch!

Upcoming Speakers and Topics:

Nov14th ~ "How to Survive and Prosper after Downsizing" with Peggy Wagner and Dan Hanslick, of Integrated Insights.

Dec12th ~ NCPA Holiday Luncheon

IT'S ELECTION TIME!

The annual NCPA Board elections will be conducted at the November lunch meeting. If you are interested in serving in one of the positions listed below, or in assisting on the nominating committee, please contact Dave Kulchin at (760) 943-1676.

President's Pen

by John Vermeren



Join The Discussion!

The NCPA Forum is now up & running! Link from www.ncpasd.org or go to www.ncpasd.org/discus (only one "s").

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RESOURCES

H.R. is often a lonely place needing accurate, quick and decisive action. From practicing law without a license to psychological counseling without a clue, a HR professional still has to "Make the Call." Are you using all the resources at your disposal? Through the continued efforts of Lou Storrow we have a potentially powerful new resource.

Think for a moment about how extensive the knowledge-base of the NCPA is? Probably even bigger than you imagine! I suspect most people joined NCPA in order to network with and tap those resources. NOW IS YOUR CHANCE. Take a moment to visit ncpasd.org and join in on the discussion forum. We have begun the project of uploading the best material from our monthly meetings in capsule form (a great volunteer job for someone new in the field).

It's still a baby but YOU can make it grow into a powerful resource. Chip in and you'll be rewarded a hundred fold.

Benefit Tip of the Month

By William Peartree



In the August edition of the NCPA Benefit Tip of the Month, I highlighted some of the many changes that will affect 401(k) plans beginning January 1, 2002. As part of the recent Economic Growth and Tax Reconciliation Act (EGTRRA) passed in June of this year, there is also good news for 401(k) participants who are over 50. The act includes a new provision for catch-up contributions which will allow for those members who are over 50 to defer more into the plan as they approach retirement.

With a majority of our baby boomers now in their 50s and looking for ways to boost their retirement savings, the catch-up contribution may be just the answer. Beginning in the plan year a member reaches age 50, he or she can make additional elective deferral contributions to a 401(k), 457, or 403(b) plan equal to:

2002	\$1,000
2003	\$2,000
2004	\$3,000
2005	\$4,000
2006	\$5,000
2007 & beyond	Indexed for inflation in \$500 increments

These additional tax-deferred dollars are NOT subject to 415 limits, employer's maximum tax deduction limit or 401(k) nondiscrimination testing (provided the provision is available to all plan members).

In a nut shell, this means that all plan participants over 50, including your highly paid, will have the opportunity to increase their retirement savings in the last years before retirement, shelter more income from taxes and have a portion of their elective deferrals free from the limitations imposed by nondiscrimination testing. Finally, the over 50 crowd won't have to wait years for the legislation to take effect. Most provisions of EGTRRA, including the catch-up contributions, take effect January 1, 2002

The Epler Company is presenting a workshop regarding the 2001 Salary Survey.

Date: Friday, October 12, 2001

Time: 8:00 a.m. – 9:30 a.m.

Place: San Diego Employer's Association
9665 Chesapeake Drive, Ste. 350
San Diego, CA 92123

Cost: \$10

RSVP: (858) 576-7332, Sylvia Tapia

Email: surveys@eplercompany.com

Legislative Update

By William Peartree



The following are Assembly and Senate Bills currently being watched by HR Professionals

AB 1067

Existing law provides for arbitration proceedings as a means of alternative dispute resolution and provides grounds and conditions for the vacation of arbitration awards. This bill would expand these grounds and conditions by requiring a court to vacate an arbitration award and hold a de novo hearing on the matter if it determines the award is the result of legal or factual error by the arbitrator that has resulted in an injustice to the party. This bill would define, for the purposes of this section, a consumer party. This bill would not allow the provisions of this section to be waived by contract or otherwise. In addition, this bill would require an arbitrator to include in the award a written explanation of the basis for the award, including findings of fact and conclusions of law. This bill would not apply to arbitration proceedings conducted under a collective bargaining agreement between employers and employees or between their respective representatives.

STATUS: Scheduled for 1st hearing in Assembly

AB 1309

Existing law vests responsibility for administration of the employment discrimination provisions of the California Fair Employment and Housing Act with the Department of Fair Employment and Housing and the Commission of Fair Employment and Housing. Employers desiring to become contractors or subcontractors for the state may be required to submit a nondiscrimination program to the department for approval and to submit periodic reports to the department of its compliance with the program.

This bill would require employers bidding or otherwise soliciting, or that have been awarded, a contract of \$50,000 or more with a state or local public agency to file prescribed reports breaking down the composition of their workforce by gender and ethnicity and disclosing recruitment plans and sources. The bill would require employers with 100 or more employees, labor organizations with 100 or more members, and specified apprenticeship programs with 5 or more apprentices to file prescribed reports showing the composition of the employees, members, or apprentices, as the case may be, by gender and ethnicity. The bill would permit compliance by filing copies of reports to federal agencies

that disclose the required information. The bill would require the commission, by regulation, to develop and make available forms for the reports.

STATUS: In Senate & Labor Industrial Relations Committee

AB 1649

Existing law prohibits various types of discrimination and harassment based on sex, as defined, in housing and employment.

This bill would expand the prohibition on sexual discrimination and harassment by including gender, as defined, in the definition of sex. The bill would permit employers to require employees to comply with reasonable workplace appearance, grooming, and dress standards consistent with state and federal law.

STATUS: Passed into Appropriations Committee

SB 1197

Existing law requires an employer who provides sick leave to employees, as defined, to permit an employee to use sick leave to attend to an illness of a child, parent, or spouse. *An employer is prohibited from retaliating against an employee who uses sick leave for this purpose.* An employee aggrieved by a violation of this law may recover legal and equitable relief from his or her employer.

This bill would provide that if an employer maintains an absence control policy that counts sick leave used to attend to an illness of a child, parent, or spouse as a basis for discipline, discharge, demotion, or suspension, the policy would constitute a per se violation of the law, entitling an employee working under the policy to appropriate relief.

STATUS: In Assembly

SB 1200

Existing law requires employers who fail to keep complete and accurate records on employee names, wages, and the ages of minor employees, and who fail to provide the Labor Commission access to business premises in order to make an authorized investigation pursuant to Section 1174 of the Labor Code, to pay a civil penalty in the amount of a \$500 lump sum.

This bill would change the amount of the civil penalty for failure to comply with section 1174 of the Labor Code to \$100 per employee for each payroll period during which the employer failed to comply, up to a maximum period of 2 years.

STATUS: Pending in Senate Labor and Industrial Relations

Share the Joy of the Season!

By Wendy Evers, Event Chair

Welcome all new members who have joined NCPA in the year 2001! For many of you who have not heard, we have a tradition at NCPA. It is a beautiful Holiday Party for you to enjoy, bring colleagues to, and altogether "get in the mood" of the Holiday Season. It is a must see event! This year our Annual Holiday party is on Wednesday, December 12, 11:30 a.m. - 1:30p.m. at the Four Seasons Aviara Resort, Carlsbad. What makes this party more special than any other? Everyone participates in bringing a toy for Toys for Tots. Last year we collected a record 550 toys, and an additional \$1,200 in donations, an honor for North County San Diego. We want to surpass our number from last year, and I know we will because of our generous membership. Close your eyes and imagine a grand ballroom filled with poinsettias, strolling carolers, Santa photos, and a scrumptious menu!

I am looking for sponsors this year to help defray the costs. The benefits for sponsorship are your company name with a link on our website, your company name on the invitation and in the program. The cost is \$300.00 with 10% going towards Toys for Tots in your company name. For more information regarding sponsorship, call Wendy Evers @ 619-594-7078, or e-mail Toevers@aol.com.

The invitations will be going out in the next newsletter. Start thinking now of all the people you want to thank this year and invite them to NCPA's event of the year!

NCPA Board members approved a donation of \$500 for aid to victims of the recent terrorist attacks. If you would like to contribute, please contact Tim Snyder at (858) 627-9675.

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!

Good News!

The NCPA Board has met and decided that there will be no rate increase in membership dues for 2002! And, as an added bonus for 2002, the two additional members listed under a corporate membership will be receiving a newsletter instead of just the primary member!

So, with that in mind, it's time to get our membership drive in gear. New members that sign up in the month of October will receive a 14-month membership for the price of our standard annual membership. That's a 2 month extra value. As an incentive to our valued existing members, if you bring a new member, you will receive a gift certificate for \$20 towards a lunch meeting. Let's work together to achieve record membership for 2002!

For any additional information, please contact Mardi Montague at 760-438-1809, ext. 119 or mmontague@eastridge.com.

Check out our web site! www.ncpasd.org

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