



NEWSLETTER

JUNE 2016 ISSUE

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President's Address

It is officially Summer this month! Hope everyone is able to enjoy it.

We had a great ½ Day Conference on May 19th. We listened to some great speakers on current topics such and Brenda Yamagata's presentation on "Getting a Seat at the Table – Turning HR Business Metrics in C-Suite Relationships", the Employment Law Update with the ever popular and entertaining Mark Tolman. We learned a lot from Tyler Petersen's presentation on Social Security Planning and finally a fantastic presentation on FMLA/ADA/Worker's Compensation Crossovers by Erika Atwood. Hope you all enjoyed this as much as I did! If you have ideas for different topics for 2017, please let me know!

Next we will be hearing from Joe C. Tate on "Current Legal Challenges for HR Professionals" at our June meeting on the 16th at Jeremiah's. Please check our website, www.nuhra.org for more details.

We are halfway through the year now and will be working on our SHRM initiatives more than ever. I will be giving more information on this topic at future NUHRA meetings. I hope more members will be interested in getting involved in this process once you have the details. STAY TUNED FOR MORE INFORMATION!

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2016 Board Members

- President | Veronica Akers
- President Elect | Alison Evans
- Secretary | Ronda Bateman
- Treasurer | Darrel May
- VP Membership | Steven Maughan
- Communications | Trisha Clark
- Programs | Shauna Greer
- Certification | Kevin Smith
- Hospitality | Ashley Wendt
- Workforce Readiness | Tia Larsen
- Diversity | Christina London
- Legislative Representative | Jesse Oakeson
- Public relations | Kathy Hammerle
- Foundation Liaison | Stacey Comeau
- Student Liaison | Pat Wheeler
- Student President | Curtis Waite
- Golf Committee Chair | Shawn Choate

AFFILIATE OF



SOCIETY FOR HUMAN RESOURCE MANAGEMENT



Upcoming Events

June Luncheon

June 16th @ 11:30 a.m.

Jeremiah's Restaurant
1307 W 1200 S, Ogden

Current Legal Challenges for HR Professionals

Presenter | Joe C. Tate

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July Luncheon

July 21st @ 11:30 a.m.

Jeremiah's Restaurant
1307 W 1200 S, Ogden

Public Speaking for the HR Professional

Presenter | Matt Garner

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August 2016 Golf Tournament

August 8th

3900 N Wolf Creek Dr.
Eden, UT 84310

This event raises money for scholarships for Weber
State University students.

Check the NUHRA website for more info

President's Address Cont.

NOTE: Our annual Golf Tournament will be in August. This is a great opportunity to enjoy the day up in the mountains at the beautiful Wolf Creek Golf Course. Please check out NUHRA.org for information on playing or how to be a sponsor of the tournament. We also will take ay giveaways your company has. We have a good turn out each year and this would be a great way to advertise your company!

I look forward to seeing as many members as possible at the June meetings, even though I know this is typically the time for vacations. We do have some excellent topics and speakers. Again, you can go to www.nuhra.org for more details!

Till next month – Veronica Akers – 2016 NUHRA Pres.



Do Your Employees Hate Their Jobs?

By Dana Wilkie

The most common time to have a heart attack is 9 a.m. on a Monday—the start of the workweek. *The New York Times* in 2006 confirmed what many workers already knew to be true: Staring down five more days at a job they can no longer tolerate is just too much to bear.

Before your employees—or you—have a health emergency, learn how to identify and possibly prevent job burnout. Leadership consultant Andrew Wittman, Ph.D., has advice for workers who can't stand their jobs, and the HR professionals who want to help them.

Wittman is founder of the leadership consultancy Mental Toughness Training Center in Greenville, S.C., and author of *Ground Zero Leadership: CEO of You* (Get Warrior Tough Media, 2016). He is also a former Marine, federal agent and special agent for the U.S. Capitol Police and has led security details for several high-profile politicians, celebrities and heads of state.

Most people who've grown disillusioned with their job don't say so in front of their bosses. Most try to put on a professional face. What are some of the warning signs that can tell employers that someone dreads coming to work?

The main symptoms of job disillusionment are contempt, apathy and feet-dragging. When it comes to contempt, 55 percent of all communication is visual—body language, posture, facial expressions.

Watch for unbalanced facial expressions, like one corner of the mouth upturned and one eyebrow raised, or the fake smile, with the mouth engaged but not the eyes. Research has shown that even in a marital relationship, if one partner has contempt for the other, the relationship won't be a lasting one. As for apathy, watch for unenthusiastic, pessimistic or defeatist language. Phrases such as "That won't work," "I can't," "There's no way we can get that done," "That's impossible," "It's going to be another one of those days," "It's close enough for government work" or "It is what it is." Feet-dragging occurs when time and energy are spent on avoiding a task and trying to justify why it's not getting done. It's like the teenager who avoids cutting the grass by complaining that the lawn mower won't start. If employers observe a single symptom, it should be [considered] a red flag and addressed. If two or more are present, the disillusionment has most likely become cynicism and entrenched.

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Do Your Employees Hate Their Jobs? (cont.)

If someone truly can't stand a job, then trying to keep that person on board sounds like a tall order, doesn't it?

We ask our corporate audiences this question: "Rate yourself on a scale of 1 to 7, 7 being "I love what I do" and 1 being "I hate what I do." If you aren't at a 6 or 7, can you get there? If not, it's time [for the individual and the organization] to part ways. If you don't really like or love doing something, you won't put the mental, emotional or physical energy and effort into doing it well. Mindset and attitude are contagious, and if someone is doing just enough to not get fired, that mindset and attitude will spread like a virus through the entire organization. Unfortunately, most organizations are already infected.

What are the specific, concrete things an employer can do to make a disgruntled worker happier?

First, give the worker a target. There was a time in my own career when I was a uniformed police officer on Capitol Hill. It was intolerable for me—day in and day out. But I had a target of becoming a federal agent and that's what made it more doable to stay in the job and take the steps necessary to get there. If a worker is struggling, ask him to make an honest assessment of what he wants his life to be like in 10 or 20 years. Once he's identified his target, ask if his current job helps or hinders him from that goal. If it can help, point that out and find

ways for the job to further his aspirations. Next, encourage the worker to become his own boss. No matter where you work or for whom, when you approach work from that perspective, suddenly, you feel like you're in charge. You instantly have power and control, because you are merely leasing your services to the company. Finally, encourage the worker to practice putting all his effort into solving challenges, overcoming obstacles and adding value instead of rehashing, rehearsing and restating problems. Being solution-oriented, overcoming difficulties and over delivering completely eradicate feelings of being trapped and subservient to a horrible boss, a less-than ideal paycheck or the company as a whole.

Dana Wilkie is an online editor/manager for SHRM



After ACA Repeal, Most Employers Would Keep Some Provisions

The November election will chart health care reform's future

By Stephen Miller

The future of the Affordable Care Act (ACA) will be hotly debated this election season, with a renewed push to repeal should the GOP triumph, and at least modest revisions if the Democrats keep the White House, according to speakers at the recent International Foundation of Employee Benefit Plans (IFEFP) Washington Legislative Update.

The Brookfield, Wis.-based IFEFP, a nonprofit membership association for benefit plan professionals, also released a new survey report, [2016 Employer-Sponsored Health Care: ACA's Impact](#).

If the ACA is repealed, the report revealed, 78 percent of employers would like to keep in place at least some of the mandated changes they have already made to their health plans. The provisions employers most want to keep—which affect health insurers and would need to be reinstated in new legislation if the ACA is repealed—include:

- **Elimination of pre-existing condition exclusions** (38 percent of respondents favor keeping).
- **Coverage of adult children to the age of 26** (31 percent).
- **Increased wellness incentives** (31 percent, again).
- **No cost-sharing for preventive care** (25 percent).

“Employers have seen certain ACA provisions have a positive impact on their workforce,” said Julie Stich, CEBS, research director at IFEFP. “Mandates such as the elimination of pre-existing condition exclusions and coverage of children until age 26 have allowed employees and their families to receive health care services that have made a positive impact on their physical, financial and emotional well-being.”



Respondents named their biggest compliance challenge with the ACA as:

- **Reporting and disclosure issues** (53 percent).
- **Cost issues** (21 percent).
- **Employee communications** (10 percent).

Tellingly, 11 percent of organizations have adjusted their schedules so that fewer employees work the minimum number of hours to qualify for full-time employee medical insurance.

To avoid the 40 percent “[Cadillac tax](#)” on high-cost health plans, over a quarter (28 percent) of employers are currently working on plan design changes and an additional 38 percent intend to do so before the tax takes effect in 2020. Among these employers, the most common actions taken or planned are moving to a high-deductible health plan (43 percent), shifting costs to employees (42 percent), dropping higher cost plans (31 percent) or reducing benefits (30 percent).

“Whether or not the Cadillac tax goes into effect, it will have left an impact on the health care landscape,” said Stich. “Employers are taking cost-shifting measures to avoid the tax and these efforts are shaping how Americans use and receive health care coverage.”

Big Changes Ahead—Maybe

At the IFEFP’s Legislative Update event, three possible post-election scenarios were presented by Randolph Hardock, a partner with law firm Davis & Harman in

ACA Repeal (cont.)

Washington, D.C., and former benefits tax counsel at the U.S. Department of the Treasury. The possible outcomes were:

- **Split government, with one party winning the presidency and another taking the House and/or Senate.**

Likely result: “More of the same gridlock, with only changes with broad bipartisan support likely to move forward,” absent a crisis—such as health insurers abandoning the public exchanges—Hardock said.

- **Republicans take the presidency and keep control of Congress.**

Likely result: ACA repeal, tax reform and regulatory rollback. With the likelihood of only a slim GOP majority in the Senate, Democrats would have the filibuster to block changes. But a way around a filibuster is by using the budget reconciliation process, in which only a majority vote is needed to pass measures relating to spending and revenues—which is how the Democrats pushed the ACA itself through the Senate in 2010 after losing their filibuster-proof 60-member supermajority following a special election.

“If the GOP takes the presidency and Congress, the ACA as we know it will be gone—gutted through the budget reconciliation process,” Hardock predicted.

- **Democrats win the presidency and take control of Congress.**

Likely result: The ACA stays and necessary fixes are passed through the budget reconciliation process if they lack bipartisan support.

Should the election go the Republicans’ way, an initial alternative blueprint to the ACA might be found in the proposed [Burr-Hatch-Upton Patient CARE Act](#), said James Gelfand, senior vice president for health policy at the ERISA Industry Committee in Washington,

D.C., which advocates on behalf of large U.S. employers. Among its provisions, the CARE Act would:

- Close HIPAA gaps for continuous coverage to address pre-existing conditions.
- Include coverage of dependents up to age 26.
- Ban lifetime limits on how much plans pay out.
- Expand coverage with refundable tax credits.
- Expand use of health savings accounts.

Wither the Cadillac Tax?

Both presumptive Democratic presidential nominee Hillary Clinton and presumptive Republican nominee Donald Trump have said they favor repeal of the Cadillac tax, making it possible this could be the one big change that goes through whichever party wins the White House, Hardock and Gelfand agreed. But to keep in place the ACA’s subsidies and tax credits for many who buy coverage through public exchanges, as Democrats favor, alternative funding would need to be found.

Limiting the tax deduction for employer-provided health care is one alternative way of raising revenue that has been discussed. “Ending or capping the employer exclusion is something around which it might be possible for the Democrats to make a deal,” Gelfand said, although his organization and other employer advocates are strongly opposed to that possibility.

Stephen Miller, CEBS, is an online editor/manager for SHRM.

