



NEWSLETTER

November 2017 ISSUE

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President's Address

Happy November NUHRA Members,

As we near the holiday season and the end of the year, HR professionals spend a bit more time preparing holiday parties and gatherings and begin looking forward to another W2 and tax season, which now includes Obamacare reporting. I hope each of the festivities you plan and/or attend are fun and enjoyable and help you find inspiration for all the yearend reporting soon to come! Here's to hoping your company's holiday activities are fun and professional so you don't get stuck dealing with complaints or grievances during a time that should be uplifting and spirited.

I wish you all the very best this holiday season and hope to see you at our fall and winter luncheons. We have some great speakers planned for the remainder of the year and have some upcoming announcements we hope you don't miss!

As always, please don't hesitate to reach out if you have any questions or concerns about NUHRA membership or if you have interest in supporting our chapter's board of directors. We would love to hear from you!

Sincerely,
Alison Evans – President

2017 Board Members

- President | Alison Evans
- President Elect | Steven Maughan
- Secretary | Ronda Bateman
- Treasurer | Darrel May
- VP Membership | Rhonda Bateman
- Communications | Trisha Clark
- Webmaster | Christina London
- Programs | Stacey Comeau
- Certification | Shauna Greer
- Hospitality | Michael Stanger
- Workforce Readiness | Tia Larsen
- Diversity |
- Legislative Representative | Jesse Oakeson
- Public Relations | Kathy Hammerle
- Foundation Liaison | Heather Briskey
- Student Liaison | Christina London
- Student President | Shane Speck
- Golf Committee Chair | Shawn Choate
- Past President | Veronica Akers

AFFILIATE OF



SOCIETY FOR HUMAN RESOURCE MANAGEMENT



Upcoming Events

November Luncheon

November 16th @ 11:30 a.m.

Davis Hospital & Medical Center
1600 W Antelope Dr., Layton

Presenter | Timothy Kendell – WorkMed
“The 101 on Drug Testing”

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December Luncheon

December 21st @ 11:30 a.m.

Davis Hospital & Medical Center
1600 W Antelope Dr., Layton

Presenter | Curt Howes

“Developing a Strategic Focused Culture & Performance System”

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January Luncheon

January 18th @11:30 a.m.

Davis Hospital & Medical Center
1600 W Antelope Dr., Layton

Presenter | Leah Lobato

“Hiring and Retaining Individuals with Disabilities”



More Employers Are Dropping Domestic Partner Benefits



By: Rita Pyrellis via workforce.com

The legalization of same-sex marriage was a win for civil rights but it could mean lost health care coverage for some American couples as more employers drop domestic partner coverage.

In 2016, the year after the U.S. Supreme Court legalized same-sex marriage across the country, 48 percent of employers provided benefits to same-sex partners compared to 59 percent in 2014 — a decline of 11 percent, according to a recent study by the International Foundation of Employee Benefit Plans, a research organization based in Brookfield, Wisconsin. Gay marriage was deemed constitutional in June 2015.

“We expected to see a drop and it’s not insubstantial,” said Julie Stich, associate vice president of content at the foundation. “Many employers were covering same-sex domestic partners when they could not get married, but the ruling changed that. Another factor is that it’s an administrative complexity to have all these different programs and keep track of who is a domestic partner versus a spouse. It’s understandable that they wanted to get rid of them.”

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Dropping Domestic Partner Benefits Cont.

Health care benefits for domestic partners has grown slowly but steadily since 1992 when the first Fortune 500 company began offering them, according to statistics from the Human Rights Campaign, a Washington-based LGBTQ advocacy group. At the time fewer than two dozen U.S. employers offered “spousal equivalent” benefits to same-sex couples. By 2006, more than half of the Fortune 500 offered them, according to the HRC.

The trend continued until 2015, according to figures provided by consulting firm Mercer. In 2010, 39 percent of large employers offered same-sex domestic partner benefits increasing to 62 percent in 2015 before seeing a slight drop last year.

“There was a gradual but steady increase in number of large employers offering coverage but subsequent to the Supreme Court case we saw the first downturn in many years,” said Barry Schilmeister, a consultant at Mercer. The drop occurred mostly among employers that provided health benefits to same sex partners only, he said.

“The data suggests that there were two employers out there: Those who covered same sex partners only and the much larger group that covered both,” he said. “The employers who dropped coverage came from group that covered only same sex couples. The group that covered both same-sex and opposite-sex partners didn’t change very much. It suggests that those covering both groups were doing it as a philosophical position, offering coverage to those who couldn’t legally marry.”

In states that legalized same-sex marriage before the Supreme Court decision on *Obergefell v. Hodges*, some employers began dropping coverage after the legislation passed. Soon after New York legalized same-sex marriage in 2011, Corning, IBM and Raytheon began

requiring same-sex partners to marry in order to qualify for coverage, according to The New York Times. Some employers cite the administrative headaches as one reason to drop coverage for domestic partners and require all couples to marry, according to Schilmeister.

“In order to qualify for domestic partner coverage you need show an affidavit, something that shows that you are financially interdependent, like a joint checking account or a mortgage,” he said. “That’s outside the automated administration system and it’s more cumbersome. Another administrative difference involves taxes.”

After the Supreme Court decision, executives at EnerNOC, an energy software company, briefly discussed dropping domestic partner benefits but decided to keep them, according to Laurana Bianco, benefits manager at the Boston-based firm. The company began offering these benefits in 2008. “As you know, benefit offerings are a key factor in deciding to join an organization and being in a tight recruiting space we want to attract the best and the brightest,” she said. “We have a number of employees in domestic partnerships in both categories that had coverage and we didn’t want to take it away from them. The ROI outweighs any administrative burden, which is really quite minimal.”

While more employers will likely drop coverage in the coming years, the majority of companies will continue to offer benefits to both same and opposite sex domestic partners, according to Schilmeister.

“I think the biggest shift has occurred already and we’ll see a leveling off,” he said.

Providing Ex-Convicts Work (Infographic)

via shrm.org

Providing Ex-Cons Work Makes It Less Likely They'll Return to Prison



2.3 million
Americans are incarcerated.



1 in 3
adults, or 75 million Americans, have a criminal record.

The single most important predictor of recidivism is

joblessness.

Participation in correctional education results in a

43% reduction
in recidivism over three years.

Percentage of people in state prisons who will be released:

95%

Percentage of formerly incarcerated individuals who will remain unemployed a year after their release:

nearly 75%

GNP is reduced by

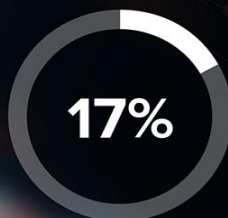
↓\$78-87 billion

as a result of excluding formerly incarcerated job seekers from the workforce.

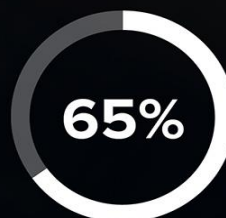
States that lower recidivism rates by just 10% could save an average of

\$635 million annually.

SNAPSHOT



Recidivism rate among graduates of the Prison University Project



Recidivism rate in the state of California