

## New HR Changes

There are several changes that took place affecting HR Management. Health Care Reform Act: It is required that employers notify employees of all changes that take place. Notification must be distributed no later than the first day of the plan year after September 23, 2010. Notification needs to be distributed to all employees, COBRA participants and retirees on medical plans.

The following notices need to be included:

**Adult children special enrollment:** It is required to notify employees of their right to enroll children up to the age of 26 (regardless of student status, income, tax dependent status or marital status), however spouses of children and grandchildren do not qualify for tax-favored status.

**Lifetime Limit Special:** If you terminated an employee's coverage do to a lifetime payment cap you must notify them and provide a 30-day plan to reenroll in the plan. Notification is only required for employees who were terminated from the plan.

**Patient Protection:** When a plan requires designation of a primary care physician the employee has the option to choose a primary care provider, pediatrician, and obtain obstetrical or gynecological care without prior authorization.

**401k Disclosures:** Starting July 1, ERISA Regulations require anyone who works with 401K or 403b plans to provide a detailed summary of their services and compensation. Service providers must disclose fees charged for services provided. This must be disclosed to present and former employees.

### Family and Medical Leave Act (FMLA) Changes:

- Domestic partners now qualify to take leave to be with a partner's newborn or newly adopted child.
- The definition of a parent-child relationship has been expanded by FMLA to include adoptive, step, foster parents, guardians and relatives.
- Employers must notify employers of these rights. An employer has been "placed on notice" if the manager knows of the employee's or family member's health condition.
- FMLA has expanded military family leave to include spouse, parent, son or daughter in the armed forces who is deployed to a foreign country.

**Employer monitoring, social media and networking:** Employer monitoring of employee communication including text messages, e-mail, and cell phone use is undergoing more scrutiny. It is recommended that employers review and post their policies regarding cell phone use, social media, remote access, and other electronic communication and notify employees of any changes.

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