

## FEBRUARY PROGRAM MEETING

### What Health Reform Means for Employers

Speaker: Debbie Blackwell

Tulsa Country Club  
701 North Union Avenue

February 17, 2010

Program Meeting 11:15-1:00

Sponsored By:



### ~ IN THIS ISSUE ~

February Meeting .....	1
TAHRA Partners .....	2
President's Letter .....	3
Leadership Development .....	4
Metro TAHRA .....	5
Member Photo Ops .....	6
Techno-TAHRA .....	7
Diversity Matters .....	8
Certification Training .....	8
Member Photo Ops .....	9
New Members .....	10
February Learning Lab .....	11
Campus Corner .....	11
Legislative Update .....	12
Coming Attractions .....	13

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Broken Arrow, OK 74014



## TAHRA NEWS

### February 2010

### FEBRUARY MEETING

## What Health Reform Means for Employers

Speaker: Attorney Debbie Blackwell



**DEBBIE L. BLACKWELL**

Join TAHRA this month as Debbie Blackwell presents an overview of the basic elements of the proposed (or possibly final) legislation on Healthcare Reform. She will focus on key changes affecting employers and their health plan insurers. She will also be identifying new rules and the earliest effective dates for employers. HR professionals will not want to miss this important and informative program on proposed legislation and what it means for employers.

*Ms. Blackwell is a founder and shareholder of Blackwell Smith, P.C. (previously Concordia Benefits Group, P.C.) – a law firm that advises clients exclusively in the area of employee benefits law. Based in Tulsa, the law firm represents employer clients located largely in the Southwest, ranging from professional groups to large publicly-held companies. Ms. Blackwell advises clients on the full range of employee benefits issues and plans, including fiduciary counseling, retirement plan design and plan compliance correction. Much of her practice is focused on health and welfare plan matters, such as the integration of wellness initiatives into group health plans, COBRA compliance and cafeteria plan issues. Her background as a group insurance broker and underwriter enables her to assist with practical as well as legal issues that arise with group insurance policies and third party administration agreements.*

*Ms. Blackwell is listed in The Best Lawyers in America among employee benefits practitioners, and has received Martindale-Hubbell's highest rating, AV. She has also been named as a Super Lawyer in Oklahoma for employee benefits. She has served as President of the Southwest Benefits Association and is a frequent speaker at employee benefits conferences.*

*Ms. Blackwell is a graduate of the University of Tulsa with a Bachelor of Science degree in Philosophy and a Juris Doctorate, and has a Certified Employee Benefit Specialist (CEBS) designation from the International Foundation of Employee Benefit Plans/Wharton School of Business.*

*A graduate of Leadership Tulsa, Class XIX, Ms. Blackwell has previously served as president of the Girl Scouts – Magic Empire Council and on numerous other nonprofit boards. She previously served on the TAHRA Board of Directors and recently completed a term on the Board for the Tulsa Employee Benefits Group.*

**WE NEED YOU!**  
**GET YOUR MESSAGE OUT**  
**TO THE LARGEST AREA**  
**POOL OF HR CONTACTS!**

### PROGRAM SPONSORS ARE NEEDED FOR MARCH, APRIL, MAY, ...

If your company is interested in being a sponsor or you know of a company that would be interested please contact Shahla Wright at 918-641-2579 or sWright@cbizmmp.com



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YOURS!**



## TAHRA PARTNER PROGRAM

Our corporate sponsors are a very critical element of TAHRA. The revenue gained from our sponsors and advertisers allows our organization to develop and present quality continuing education programs for our members, create opportunities for peer networking and enhance our overall contribution to the human resources profession.

### TAHRA Partners

TAHRA is pleased to introduce this opportunity to partner with our many supporters and sponsors by providing greater access to our membership and recognizing those that are truly our "Partners" as demonstrated by their continued support of our association and the industry we represent.

**Cost - \$500 annually**

### TAHRA Partner Benefits

All TAHRA Partners will have their corporate logos prominently displayed at each monthly luncheon. Additionally, they will also be recognized in a specific area of each monthly newsletter and the TAHRA chapter website. TAHRA averages 24 such events and exposures annually.

The best part of being a TAHRA Partner is the 15% discount off **all** sponsorship opportunities throughout the year, such as:

- Website Advertising (500+ members with access and TAHRA.org is open to the public)
- Website Vendor Directory, either Standard or Premium Listing
- E-Newsletter Advertising (500+ members with access)
- Program Sponsor (Average Attendance is 110)
- Annual Golf Tournament Sponsorship

**Potential Average Savings - \$1,020 annually!**

### TAHRA Partner Registration

Partner Name: \_\_\_\_\_ Contact: \_\_\_\_\_  
Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_  
Mailing address: \_\_\_\_\_ City: \_\_\_\_\_  
State: \_\_\_\_\_ Zip: \_\_\_\_\_ Send invoice to (check one): ☐ Fax ☐ Email ☐ Address \_\_\_\_\_

**Return Registration to:** Susan McGinnis, fax: (918) 369-5906 or email: [susan@benex.org](mailto:susan@benex.org)  
or mail: Susan McGinnis, BenEx, 8516 E. 101<sup>st</sup>, Suite H, Tulsa, OK 74133.



As you may have heard at the January program meeting I announced our organization's theme in 2010, *Intent, Innovation and Impact*! As we are all looking to leave our mark or our impact on our business, our community and on the generations to come, we must first ask ourselves how we come about doing such a thing. In my humble opinion, just as this year's touchstone reflects, we must first approach with intention. It's an interesting thing, the language we speak, as words may have several definitions or meanings not just within a dictionary, but within our own context. Just within the *Merriam-Webster Dictionary*, there are three opportunities to apply the word:

Main Entry: **'in•tent**

Pronunciation: \in-'tent\

Function: *noun*

- 1: the act or fact of intending: PURPOSE
- 2: the state of mind with which an act is done: VOLITION
- 3: a usually clearly formulated or planned intention: AIM

So, I implore you to ask yourself two things. First, What does intent mean to me? Second, how do you propose to use that intent for your activities for TAHRA in 2010? Is it by joining a committee or even two? Is it by assisting with events such as the *Annual TAHRA Golf Tournament* or the *2<sup>nd</sup> Annual Return on Inclusion*? Is it by volunteering your expertise on a local non-profit Board of Directors or mentoring a student with the desire to join our profession?

Whatever your definition may be and however you choose to apply it, I do hope that you find that by approaching your volunteerism and your profession with intent- specifically where these two intersect— that you are satisfied with the impact that you are making in our community and with TAHRA's presentation of opportunities to do so.

*Jennifer R. Shultz*

Jennifer Shultz, MBA, PHR  
2010 President





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## **“What’s New with Leadership Development at TAHRA?”**

**Jennifer Remmert, VP Leadership Development**

TAHRA is committed to your continued learning as an HR professional through their offerings of monthly, educational events in the form of speakers and learning labs. But, your personal commitment to learning and development is bigger than that when it comes to what else you can be doing for yourself and your career.

When you think about your career, you should think about your personal, leadership development as a part of your overall, career development. But, leadership development is not just about being in (or working toward) a position that involves having a staff that reports to you. It’s also not just about developing yourself, but reaching out to help others in their development as well. How you work, both independently and with others, day-in and day-out to get the job done is another way you demonstrate leadership to get results.

Similarly, TAHRA’s focus on leadership and leadership

development is not solely about our scholarship program and awards; it’s also about what it can do for you today to help you achieve your goals, be they short or long-term. My name is Jennifer Remmert, and I am the 2010 VP of Leadership Development for TAHRA. I’m excited to partner with Sarah Phelps in our College Relations Committee efforts, to not only continue what we have started with our Excellence Award, Student Scholarship, and Outstanding New Professional awards, but to also further increase the internal focus of our leadership development efforts for all TAHRA members.

For the first time, TAHRA’s Leadership Development is forming a committee to further define how TAHRA can support leadership development efforts for all members. If you want to join us and build something new and/or have ideas about leadership development, please contact Jennifer Remmert, TAHRA Leadership Development VP at [jennifer.remmert@williams.com](mailto:jennifer.remmert@williams.com).



As human resources professionals you wear many hats, answer a wide array of questions, act as counselors/advisors and identify services for your employees. This can be a daunting task while trying to manage the day-to-day work that comes across your desk. Depending on the size of your company/organization you may be the one-stop shop for all things related to employees and general business which leaves little time to research and identify what resources are available to access. Below is a list of resources I've pulled together that may offer some assistance for you or someone you know.

This is not a comprehensive list but it may help you start your own inventory of resources for future reference.

- Applicant Tracking System – free online resource - <http://www.smartrecruiters.com/static/>
- Child Care Resource Center – assist parents with identifying child care options - <http://www.ccrctulsa.org/>
- Community Action Project – provide services for benefits, financial service, child care, etc. - <http://www.captc.org/financialServices/>
- Community Service Council – health and human services - <http://www.csctulsa.org/>
- ChooseTulsaJobs.com – introduces the region to relocating candidates and their family members – [www.ChooseTulsaJobs.com](http://www.ChooseTulsaJobs.com)
- Employer resources - demographic information, average salary info, etc. – [www.GrowMetroTulsa.com](http://www.GrowMetroTulsa.com)
- Family and Children Services – human service provider - <http://www.fcsok.org/?p=home>
- InternInTulsa.com – resource for posting internships and offers a guide for developing an intern program – [www.InternInTulsa.com](http://www.InternInTulsa.com)
- Life Senior Services – provide services and programs to companies and individuals - <http://bit.ly/LifeSeniorSvcs>
- Long Term Care Authority – provides services, links and resources - <http://www.ltca.org/TulsaMetro.aspx>
- Northeastern OK Higher Ed Forum – connecting high schools to higher education and industry - <http://tulsa.ou.edu/oucec/forum.htm>
- OK Department of Commerce – Workforce programs for employers - <http://bit.ly/ODOCEmployerSvcs>
- OESC – employment, training and labor data - [http://www.ok.gov/oesc\\_web/](http://www.ok.gov/oesc_web/)
- Project Boomerang – free resources for recruiting former Oklahoman's back to the state - [www.okboomerange.com](http://www.okboomerange.com)
- SourceLink – network of business-building services – [www.sourcelinktulsa.com](http://www.sourcelinktulsa.com)
- Tulsa Community College – customized training - <http://www.tulsacc.edu/13412/>
- Tulsa Tech – Training development and assistance for business and industry – <http://www.okcareertech.org/main/bustip.htm>
- TYPros Ambassador Crew – assist employers with Tulsa tours/presentations - <http://bit.ly/TYProsAmbassador>
- English as a Second Language Programs for Employers – Union Public Schools/Adult Education – <http://bit.ly/UPSAdultEd>
- United Way – services for employment, child care, etc. - <http://www.211tulsa.com/findhelp.htm>
- Workforce Tulsa – dislocated workers assistance, business services and solutions - [www.workforcetulsa.com](http://www.workforcetulsa.com)

Please feel free to reach out to me personally if you are trying to identify a service or program that is not listed above. I'm happy to offer assistance, networking and connections. Denise Reid (918) 560-0255 or [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com).





## 2009 Volunteer Recognition Ceremony



Holly Fisher prepares to thank 2009 Volunteers.



Bryan Wempen accepts award for Website Board Member.



Denise Reid and Holly Fisher enjoying the festivities.



Holly recognizes Kim Little for her work on the Golf Committee.



Barbara Clyma getting recognition for her work with Workforce Readiness.



Learning Lab Committee member Sharon Crochet.



Holly thanks Beverly Griffin for the SHRM Foundation Chair.



Holly passes the gavel to 2010 president Jennifer Shultz.



Past President and active volunteer Libby Keys watches with anticipation.



Sharon Crochet, Patty Lyons and Grover Hall enjoy the dinner.



Ann Ferguson and Registration Committee volunteers Regina Chaney Crawford, Michelle Reinsch, Libby Keys and Monica Maple are having a great time!



# TECHNO-TAHRA: WEBSITE NEWS

Diem Lewis, Board Member At-Large / Website Chair

## *New Year...New Profile Photo!*

Have you updated your member profile lately? What about adding a photo of yourself for other members to see?

TAHRA relies on each member to keep their information current so that we can get you information on upcoming programs and events in a timely manner. A current profile makes it easier for other members to look for you in the TAHRA Member Directory which can be sorted by name, company, industry and even functional area.

Updating your profile is as easy as...

1. Go to [www.tahra.org](http://www.tahra.org) and Log-In
2. Select "View my Account" on right tab
3. Under Profile Overview select "view/edit"

TAHRA  
Tulsa Area HUMAN RESOURCES Association

Friday, Jan 15

Admin: Content Calendar Emails Transactions Resources News Articles Jobs Vendors Experts Featured Ads Users Logout

Home > My Account Home

**My Account Home**

**Profile Overview** [\(view/edit\)](#)

Name: Diem Lewis  
HR Manager

Address: Winnercomm Inc.  
Two Warren Place  
6120 South Yale, 2nd Floor  
Tulsa, OK 74136

Work Phone: 918-281-4544  
Work Fax: 918-281-4744  
SHRM Member: No - 0  
Professional Certification: SPHR  
Profile Last Updated: 12/14/2009

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### *Vision- Going Beyond Diversity 101*

As you start thinking about your personal and professional goals for 2010, I would like for you to think about the following questions.

- Do I understand the difference between Diversity and Inclusion?
- Am I ready to move beyond the talk of Diversity and Inclusion to action?
- Do I understand the business impacts of Diversity and Inclusion?
- Do I have passion for change and development?
- Do I like executing change with excellence?

If you are seeking to improve and have passion for the above questions, you are ready to make a commitment and join one of the below committees

- **Quarterly Diversity Roundtable Committee**- The committee members will support creating the roundtable topics and securing the logistics for the meeting.
- **2nd Annual Return on Inclusion Summit Committee**- The committee members will work on creating the project plan and implementing the summit with excellence.
- If you will like to learn more about the committees or join the group, we can talk at TAHRA's Committee Fair on Wednesday, January 20th, e-mail grover.hall@uscellular.com or call me on my "great" U. S. Cellular phone 918-855.4855.

As we continue to focus on Going Beyond Diversity 101 in 2010, I have attached a visual of the "Iceberg of Differences". This will help you understand that Diversity and Inclusion is more than what you see on the surface.

Challenge yourself to go beyond the surface!

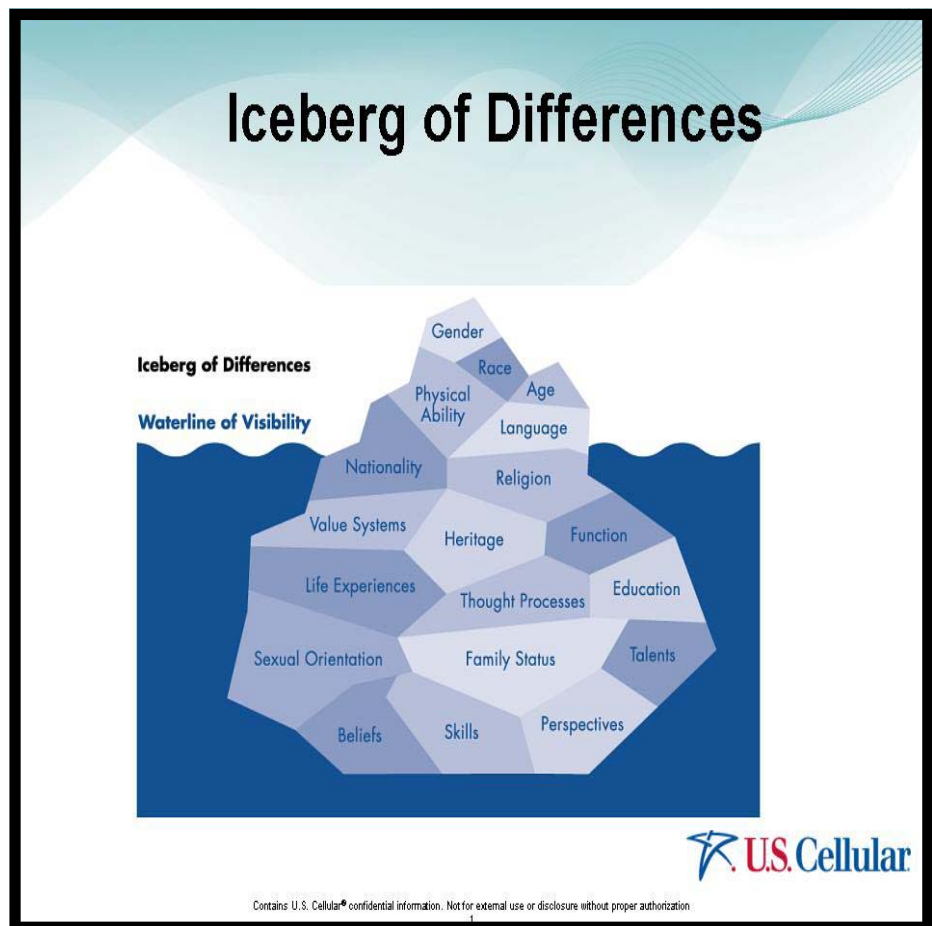
*Williams is hosting a  
Myers Briggs Type Indicator (MBTI)  
Step II Certification Training  
March 8-11<sup>th</sup>*

*for HR professionals in Tulsa and surrounding areas.*

This four-day session will be held in the Williams Tower in downtown, Tulsa, OK. Each day is expected to begin at 8am and last until 5pm.

Enrollment is limited and is \$1750 per attendee. Enrollment costs cover your certification, all materials and meals. Lunch and afternoon snacks/refreshments will be provided daily.

For more information or to reserve a spot, please contact Jennifer M. Remmert at jennifer.remmert@williams.com or by calling 918-573-2874.







Ann Ferguson and Vicki Hidde – hard at work registering members.



Volunteer Fair is under way.



Julie Callahan busy recruiting volunteers for the Golf Committee.



TAHRA members Jeff Faust and Sarah Phelps visit at the volunteer fair.



Shahla Wright and Diem Lewis looking for volunteers for Public Relations and Website.



Jennifer Shultz and Julie Odom taking care of business.



Georgeanna McCombie networks with other TAHRA members.



Meeting Sponsors Megan Cherry and Bruce Johanson from DB Squared.



Chris Cable recruits for Membership Committee.



Members prepare for a great meeting.



Grover Hall seeks volunteers for Diversity Committee.



Members are attentive at the meeting.



A great crowd!

Standing room only.



## January Program Meeting and Volunteer Fair

# MEMBER PHOTO OPS





# NEW MEMBERS

## Chris Cable, VP Membership

### WELCOME NEW MEMBERS...

May Xaiyasang Newfield Exploration Mid-Continent

Rosemary Miller Southcrest Hospital

Brett Uribe DISH Network LLC

Marilyn Popkess F&M Bank

Rocky James Abundant Solutions

Cheryl Poitevent Dollar Thrifty Automotive Group

Stephanie Kaut ONEOK

Kerry Hope The Addison Group

Carisa Wright The Bama Companies, Inc.

Tonda Crane ConocoPhillips

Brandon Burris Glendening McKenna Prescott & Robertson

Donna Daggs Million Dollar Elm Casino

Bruce Oller Anheuser-Busch Sales of Oklahoma

Steve Collins Key Personnel

Britany Overstreet Indian Electric Cooperative

Karen Davis Indian Electric Cooperative

Vanessa Kidd OneOK

Kasi McLaughlin The Addison Group

Russell Gale City of Broken Arrow

Cynthia Romero Hideaway Pizza

Jim Fuls Kelly Services, Inc.

Michelle Griffith Explorer Pipeline



Contact TAHRA member Brian Darnell at the next program meeting or call 289-2055

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Brian Darnell at 289.2055



[BDarnell@Reliantlive.com](mailto:BDarnell@Reliantlive.com)

# FEBRUARY LEARNING LAB

Patty Smith, VP Education

February 25th ♦ 2-4pm ♦ TTC Career Resources Center ♦ Lemley Campus



This program has been approved for 2.00 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at [www.hrci.org](http://www.hrci.org). The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

## Effectively Managing Mediations - What most HR Professionals and Attorneys Don't Know

*Effective mediation is simple, it's just not easy, but like any other process and set of skills it gets easier the more you practice. There are several key characteristics that contribute to the success of a mediated dispute, come and learn about those characteristics so you will get better results.*

**The Objectives for this session are to learn how to :**

- Set the groundwork for success, including role clarification.
- Identify and practice some critical skills.
- Establish and manage the process.
- Bring participants to a resolution that meets everyone's needs.

### Presenter: Barbara Bannon

As an Organizational consultant, Barbara Bannon has spoken and/or consulted with over 500,000 people in Corporate America in her 25+ year career. Her last corporate position was with a Fortune 500 company where she was responsible for employee relations, recruiting and hiring for 900 Headquarters employees, and training and organization development corporate-wide for @6000 employees. She has been the principal consultant of Human Resource Investments for 20 years.

Barbara's areas of focus include: conflict resolution, performance management, executive and management coaching, teambuilding, interviewing and selection, customer service, workplace diversity, meeting management, organizational assessment and planning, and consulting skills.

She is an adjunct professor in the OSU Spears School of Business where she was recently recognized as an outstanding professor. Barbara is a certified mediator through the Supreme Court of Oklahoma.

She has authored many articles and her most recent publication is a book entitled "Risky Business, Overcoming Fear and Mastering the Art of Conflict Resolution."

Included among Barbara's client list are: Arinc, TD Williamson, DTAG Car Rental, PSO, Williams Companies, ASEC Manufacturing, Newfield Petroleum, Amoco, Saint Francis Heart Hospital, Citigo, The City of Tulsa, OXY U.S.A. and International, Centrilift, Matrix A.E.P., Lowrance, Bama, East Central Electric, Sabre and many others.

## CAMPUS CORNER

Sarah Phelps, VP College Relations

### *HR Intern Program Announcement*

Students and companies alike know that internships are important pieces of the education and development of future HR professionals. Internships expose students to the real world of work by immersing them in actual company projects. Interns provide companies with the extra manpower to tackle projects, the opportunity to develop their employees' leadership and mentoring skills and the experience to validate the students' career path into HR.

If your company is looking to hire an HR Intern for the summer 2010, please send your job description to Sarah Phelps, College Relations Chair, at [sphelps@samson.com](mailto:sphelps@samson.com). Sarah will communicate with the area student HR chapters to advertise your position to those students looking for summer HR experience.





### SENATE APPROVES HEALTH CARE LEGISLATION

*On December 24, 2009, the Senate adopted H.R. 3590, the Patient Protection and Affordable Care Act of 2009 (the "Act"), as amended by Senate Amendment No. 2786. Final adoption of the Act will require sending H.R. 3590 to a Conference Committee to resolve differences between the House and Senate versions of the legislation and the conference process cannot begin until after the New Year. However, many sources doubt that the House conferees will have much influence on the final language of the bill before it is adopted by both Houses and presented to President Obama for signature.*

*The Act covers a wide array of subjects, but employers will be affected most directly by the health coverage provisions of Titles I and IX of the Act. Those provisions will transform the current model for employer-sponsored health coverage, under which an employer generally can choose whether, to what extent, and on what terms it will provide health coverage for some or all of its employees. In place of the current model, the Act places an obligation on most individuals to obtain coverage for themselves and their dependents, and provides that an employer has a financial responsibility to subsidize the coverage selected by most of its employees.*

#### **The Individual Mandate**

The Act will add a new provision to the Internal Revenue Code that imposes a penalty tax on an "applicable individual" who does not maintain "minimum essential coverage" for himself or herself and for any dependent who is an "applicable individual" during any month after 2013. The amount of the penalty is determined by a complex formula that takes into account factors such as household income and the national average premium for coverage under "bronze plans" offered by state or regional insurance Exchanges. The maximum penalty tax will be phased in over three years, reaching \$2,250 in 2016, and it will be indexed thereafter. Certain "applicable individuals" are exempt from the penalty tax, including (a) individuals whose household income falls below the federal poverty line; and (b) individuals whose share of premiums or employee contributions would exceed eight percent of their household income. These exemptions apply only after taking into account a means-based tax credit that will be available under the Act.

#### **The Employer Mandate**

The Act also adds a provision to the Internal Revenue Code that imposes a monthly assessment on certain employers that do not offer to their full-time employees an employer-sponsored health plan that meets federally-determined standards for health coverage, or that offer such coverage but whose plans have a waiting period of 60 or more days. The penalty for an extended waiting period is \$600 per full-time employee to whom the waiting period applies. The penalty for not offering all full-time employees an opportunity to enroll in "minimum essential coverage" under an eligible employer-sponsored plan can be far greater. If even one full-time employee obtains such coverage elsewhere and is eligible for a tax credit or cost-sharing reduction, the monthly assessment on the employer is a multiple of all the employer's full-time employees during the month. Finally, an assessment also applies if an employer subject to the mandate fails to subsidize a sufficient portion of the employee's cost for "minimum essential coverage" to prevent the employee from qualifying for a tax credit or cost-sharing reduction. This "under-subsidization" tax also is based on the employer's total number of full-time employees, even if only one full-time employee qualified for the tax credit or cost-sharing.

The mandate applies only to an "applicable large employer," which generally means an employer that employed an average of at least 50 full-time employees on business days during the preceding calendar year. However, beginning in 2013, employers with as few

as five full-time employees can be subject to the employer mandate if substantially all their revenue is derived from the construction industry and their annual gross receipts exceed \$250,000. A series of complex rules governs the calculation of an employer's average number of full-time employees. Also, the term "full-time employee" is defined as an employee employed on average at least 30 "hours of service" per week, using a new definition of "hour of service" (to be promulgated by the Secretaries of the Departments of Labor and Health and Human Services (HHS)), which may not precisely match the definition of an "hour of service" for qualified retirement plan purposes.

#### **Health Care Exchanges**

The most fundamental changes caused by the Act will result from the creation of 50 or more geographically-based marketplaces, referred to as "Exchanges," where standardized insurance packages can be purchased on what are expected to be favorable terms. The territory of many Exchanges will coincide with state or municipal boundaries, although multiple states can operate a single Exchange. In addition, the Act provides for multi-state health plans to be offered by these Exchanges. The multi-state plans will be established by the Director of the Office of Personnel Management by contracts with for-profit and not-for-profit insurers.

The Act creates incentives for employers and individual consumers to prefer Exchange-provided coverage to other coverage alternatives. The Act also bars an insurer from offering coverage on an Exchange unless the insurer's policies adhere to standards established under the Act or in regulations that will be adopted by HHS under the Act. In addition, insurers will be required to make periodic disclosures relating to rating, claims processing, and other matters. Each Exchange will have additional protections from competition that could allow it to become virtually the only viable marketplace for health care coverage within its territory.

#### **General Effective Dates**

Most of the changes brought about by these provisions of the Act will not become effective until after 2013, but given the fundamental changes embodied in the Act, the process of planning for compliance must begin much earlier.

*Should you have any questions regarding the information contained in this article, please do not hesitate to contact Kirk Turner at (918) 587-0101, or by email at [ktturner@newtonoconnor.com](mailto:ktturner@newtonoconnor.com).*



# COMING ATTRACTIONS

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## FEBRUARY

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**TAHRA PROGRAM MEETING – What Health Reform Means for Employers – Attorney Debbie Blackwell**  
**Tulsa Country Club – February 17th – 11:15 a.m.-1 p.m.**

**February 25th – LEARNING LAB – Effectively Managing Mediations - What most HR Professionals**  
**and Attorneys Don't Know – 2:00-4:00 p.m. – TTC Lemley Campus**

## MARCH

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TAHRA PROGRAM MEETING –March 17th, 11:15 a.m.-1:00 p.m.

TAHRA LEARNING LAB – March 25th – 2:00-4:00 p.m.

## APRIL

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TAHRA PROGRAM MEETING –April 21st, 11:15 a.m.-1:00 p.m.

TAHRA LEARNING LAB – April 29th – 2:00-4:00 p.m.

## MAY

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2010 State HR Conference – May 5-7 – Tulsa Renaissance – *for up to date information go to [www.okhrconference.com](http://www.okhrconference.com)*

TAHRA PROGRAM MEETING –May 19th, 11:15 a.m.-1:00 p.m.

TAHRA LEARNING LAB – May 27th – 2:00-4:00 p.m.

### TAHRA EVENT CANCELLATION POLICY:

If you are unable to attend a TAHRA event, please cancel your reservation(s) by sending an e-mail to [admin@tahra.org](mailto:admin@tahra.org). Your e-mail must be received prior to the event registration deadline. If you do not cancel your registration before the deadline, you will be invoiced. An invoice will also be sent to those individuals that do not show for the event.

