



Cut and Paste Post June, 2011

Putting America's Veterans Back to Work

On June 1, 2011, SHRM Interim President and CEO Henry G. (Hank) Jackson, CPA, testified before the House Committee on Veterans' Affairs during a hearing titled "Putting America's Veterans Back to Work." SHRM was invited to testify by committee Chairman Jeff Miller (R-FL) at the hearing which focused on the issue of high unemployment among returning veterans. In his testimony, Jackson described the work SHRM is doing to emphasize veterans as an integral part of any organizations talent strategy and to create workplaces that support employees who serve in the military, Guard and Reserves, along with their spouses and family members.

Specifically, SHRM's testimony, which can be viewed [HERE](#), outlined SHRM collaborative efforts to link employers with resources that help them recruit and retain veterans:

- Working with the U.S. Department of Defense's Employer Support of the Guard and Reserve (ESGR) linking SHRM chapters and state councils at the local level;
- Collaborating with the Department of Labor's Veterans' Employment and Training Service (VETS) to develop a guide and educational materials for HR; and
- Participating in the White House's "Joining Forces" initiative to support military families and educate employers on effective recruitment and retention of military spouses.

However, despite the fact that employers are interested in hiring veterans, knowledge gaps exist among employers about how to find and hire veterans, Jackson said. He cited a 2010 SHRM survey of members that found 53 percent of respondents were unsure about how to go about hiring veterans. When asked by committee members for recommended actions that the federal government could take to improve the problem, Jackson highlighted two main issues:

- The need for a single place for employers to post open jobs and find veterans with the skills and qualifications to fill those positions; and
- Improved programs to prepare transitioning veterans for their individual job searches.

FREE!!! SHRM WEBCASTS

SHRM has a variety of web casts available, free of charge, to SHRM members. These are good for general education, and can also be counted toward recertification credits. You may access the web cast by clicking on the links provided. Web casts which have already run are archived for a period of time; usually 6 months.) If you're not a SHRM member, make friends with someone who is!

The following web cast is available on the SHRM website, and in consistent with SHRM's goal of putting veterans back to work:

[‘How Can I Find ’em If They’re Camouflaged?’ How to Source Military Veterans](#)

Initially Broadcast June 2 2011

Presenter: Lisa Rosser, The Value of a Veteran

Description: Many employers want to act on their commitment to hire military veterans, but they are unsure about where to find veteran talent. In this webcast, Lisa Rosser, military recruiting expert at The Value of a Veteran, reviews more than a dozen approaches to finding military talent (many of them free or low-cost), examines the pros and cons of using each method, and provides attendees with the opportunity to obtain a list of military transition centers and an employer’s guide to hiring veterans.

Other web casts currently available include:

[Human Resource Management in the Multi-Generational Workplace](#)

Initially broadcast on June 8.

Presenters: Stephanie Fraser-Beekman and Cecile Morris, [Capella University](#)

Description: For the first time in history, four generations are in the workplace at the same time. What does the current research say about these generations, their distinguishing characteristics, core values, and perspectives on work and life? Human resource leaders need to understand the dynamics that occur when these four generations work together, especially when different sets of core values affect workplace behaviors among the generations. In this program, Stephanie Fraser-Beekman and Cecile Morris of Capella University (www.capella.edu) will explore issues around attracting, developing, and retaining members from each generation and discuss strategies to create work environments attuned to differing core values and life perspectives.

[The Transforming World of Talent Management](#)

Presenter: Jason Averbook, Knowledge Infusion

Description: Most HR departments are at a critical turning point. A new study finds companies seem ready to spend on HR technology. At the same time, HR’s responsibility to align with business strategies and deliver value is reaching a critical state. Major decisions are at hand that will drastically change HR, like moving HR applications to a software-as-a-service (SAAS) model, ensuring the right global service delivery model and cleaning up and optimizing technology investments. Join this program with Knowledge Infusion CEO Jason Averbook to learn what HR leaders should be focused on as the role of HR is transforming. He will discuss important HR and technology trends providing actionable statistics about talent management strategies, preferences toward integrated talent management, and which strategies for talent management success are the most important.

[The Value of Nontraditional, Voluntary Employee Benefits](#)

Presenter: Elizabeth Halkos, [PurchasingPower](#)

Description: In a recovering economy, many employers are looking for ways to keep their employees satisfied without adding costs to their organization. Offering nontraditional voluntary benefits can allow companies to differentiate their employee benefits package and meet the needs of their diverse workforce. This webinar discusses the scope and advantages of offering voluntary benefits, looks at current trends in voluntary benefits and reviews best practices in successfully communicating benefits to your employees.

Regulatory Update

Treasury Releases 2012 limits for HSA’s and HDHP’s - The U.S. Department of the Treasury released the 2012 limits for health savings accounts (HSAs) and for high-deductible health plans (HDHPs) to which HSAs must be linked. The amounts are being raised for 2012, whereas the 2011 rates were unchanged from 2010.

In [Revenue Procedure 2011-32](#), released on May 16, 2011, the IRS provides the inflation-adjusted HSA contribution and HDHP minimum deductible and out-of-pocket limits for 2012. The higher rates reflect the cost-of-living adjustment and rounding rules of Internal Revenue Code section 223. The 2012 amounts are shown below.

2012 Limits for Health Savings Accounts and High-Deductible Health Plans			
	For 2012	For 2011	Change
HSA statutory contribution amount	Individual: \$3,100 Family: \$6,250	Individual: \$3,050 Family: \$6,150	Individual: +\$50 Family: +100
HSA catch-up contributions (age 55 or older)	\$1,000	\$1,000	No change*
HDHP minimum deductible amounts	Individual: \$1,200 Family: \$2,400	Individual: \$1,200 Family: \$2,400	No change
HDHP maximum out-of-pocket amounts (deductibles, co-payments and other amounts, but not premiums)	Individual: \$6,050 Family: \$12,100	Individual: \$5,950 Family: \$11,900	Individual: +\$100 Family: +\$200

*Unlike the other limits, the HSA catch-up contribution amount is not indexed; any increase would require statutory change.

OSHA to Streamline Rules - The U.S. Occupational Safety and Health Administration (OSHA) will soon publish a final rule that eliminates outdated regulations and aligns some of its standards with ones administered by other agencies. The rule is the third in OSHA’s Standards Improvement Projects initiative (SIP), which reviews OSHA regulations “with the goal of improving and eliminating those that are confusing, outdated, duplicative or inconsistent,” said Assistant Secretary of Labor for OSHA David Michaels in a news release.

The agency estimates that employers will save \$43 million and reduce significantly time spent processing paperwork because of the new rule.

The updates conform to President Barack Obama’s executive order, issued January 18, 2011, to simplify and reduce unnecessary regulatory burdens. According to the news release, the new rule will result in the following changes:

- The **respiratory protection** standard will be updated.
- The definition of the term “**potable water**” will be updated to be consistent with the current Environmental Protection Agency standards.
- The outdated requirement that **hand dryers** use warm air will be deleted.
- Two **medical record requirements** will be removed from the commercial-diving standard because that standard no longer requires medical examinations.
- Requirements for employers to transmit **exposure and medical records** to NIOSH will be deleted
- The **slings standards** will be updated and streamlined by requiring that employers use only slings marked with manufacturers’ loading information.

According to OSHA, the new rule will soon be published in the *Federal Register*, which can be accessed at: www.gpoaccess.gov/fr.

Regulatory Update

As in the case with most summers, it's pretty quiet inside the Beltway. Here is an update on a few key pieces of legislation making its way through the House and Senate in Washington DC. Click on the links to learn more.

Number: US HR 1493 - Updated (*Status* 06/01/2011)

Sponsor: Norton, Eleanor Holmes

Title: [Fair Pay Act of 2011](#)

Abstract: Makes conforming amendments relating to congressional and executive branch employees to the Congressional Accountability Act of 1995 and the Presidential and Executive Office Accountability Act.

Status: [Referred to the Subcommittee on Workforce Protections. - 05/20/2011](#)

Number: US HR 1519 - Updated (*Status* 06/01/2011)

Sponsor: DeLauro, Rosa L.

Title: [Paycheck Fairness Act](#)

Abstract: Directs the Secretary and the Commissioner of the EEOC jointly to develop technical assistance material to assist small businesses to comply with the requirements of this Act.

Status: [Referred to the Subcommittee on Workforce Protections. - 05/20/2011](#)

Number: US HR 1196 - Updated (*Status* 06/04/2011)

Sponsor: Miller, Gary G.

Title: [LEAVE Act](#)

Abstract: Revises immigration- and alien-related provisions regarding: (1) alien smuggling and related offenses, (2) identity security, (3) birthright citizenship, (4) housing and homeownership, (5) taxes and social security, (6) employee verification, (7) financial services, (8) border and law enforcement, (9) state and local government authority, and (10) in-state tuition.

Status: [Referred to the Subcommittee on Immigration Policy and Enforcement. - 06/01/2011](#)