



Optimizing Employee Performance Improving Organization Effectiveness

Newsletter March 2006

Vol. 2006.1

- ❖ Increase productivity
- ❖ Improve morale
- ❖ Motivate employees
- ❖ Manage change
- ❖ Build teams
- ❖ Develop talent
- ❖ Coach executives
- ❖ Create vision
- ❖ Ensure compliance

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Legal Update: USERRA

Congress enacted the Uniformed Services Employment and Re-employment Rights Act (USERRA) in 1994 and the Department of Labor finalized the regulation interpretations in December of 2005. The law is designed to minimize the disruption to the lives of employees and employers alike when an individual takes a leave of absence to serve in the military. Employers are generally required to allow up to five years leave during the life of the service member's employment. Upon returning from duty, members of the service must be reinstated without any loss of seniority or benefits, and without any break in service for pension purposes. Employers are not required to pay employees who are on military leave but they can certainly choose to do so. Employers are required to offer those on military leave and their dependents the right to continue in the group health plan for 24 months. Employees may be required to pay 102 percent of the full premium for insurance unless the employee is on leave for 31 days or less. Employees may have up to three times their length of service up to a maximum of five years to make up missed contributions to the company defined contribution plan.

Source: Business & Legal Reports

Hot Topic: Consumer-Driven Health Care Plans

A recent survey by Watson Wyatt Worldwide and the National Business Group on Health reports an increasing number of U.S. employers offering consumer-driven health care plans (CDHP) to control costs. What are CDHPs? They are health plans which include personal health accounts from which individuals pay directly for health care. Plan types include high-deductible health plans (HDHP), Healthcare Savings Accounts (HSA) or Healthcare Reimbursement Accounts (HRA). A 2005 survey by OnLineBenefits, Inc. indicates 34% of small businesses using HSAs or HRAs. The Wyatt results showed 80% of survey respondents reporting CDHPs to be "at least somewhat effective" at increasing employee involvement in making health care decisions with only 59% said they were "somewhat effective" in controlling health care costs.

Source: Society for Human Resource Management