



E-NEWS



Got a little more in your paycheck? Yes for employees, but employers....



Volume 3

Deadline extended!
Nominations for **HR Professional of the Year** accepted through February 11th!
Nominating is easy.
Visit www.HRPOY.com for details.



Thanks to Uncle Sam...you probably noticed a little extra jingle in your January paycheck resulting from the 2011 tax law changes. On December 17, 2010, Obama signed the Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act of 2010 into law.

Included in this legislation is a reduction in the employee social security payroll tax rate. This tax rate has been lowered to 4.2% from 6.2%. This means you (and your employees) will pay 2% less in Social Security taxes in 2011. But don't get used to it...this change applies to 2011 only.

On a more unwelcome note, the 2011 federal tax withholding tables increased slightly due to the expiration of the Making Work Pay Tax Credit on December 31, 2010 resulting in a slight increase in federal taxes withholding. Good news though...the net effect is still in your favor as an employee!

Employers...not so lucky. The South Carolina Department of Employment and Workforce (SCDEW) is struggling to meet the demands of high unemployment. Due to this demand, SCDEW has obtained loans from the Internal Revenue Service who oversees the FUTA monies. These loans are provided to states with insolvent unemployment Trust Funds. If these federal loans remain outstanding for two consecutive Januarys, a FUTA tax credit reduction for employers is required.

South Carolina has now reached that point and will be unable to repay all outstanding loans this year. FUTA has implemented a credit reduction to employers that will become effective retroactive to January 1, 2010 and was due on federal IRS Form 940 by January 31, 2011.

SCDEW has also made a significant change in the state unemployment taxable wage base for 2011. Since 1983, the SUI taxable wage base in SC has been \$7,000. This year, that wage base has been increased to \$10,000 with plans for more growth in the future. In 2012, this will increase to \$12,000 and grow to \$14,000 in 2015.

SCDEW projects these changes will put South Carolina closer to the national average of slightly over \$15,000.

The North Carolina SUI taxable wage base is \$19,700.

For more information, visit www.dew.sc.gov.

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SHRM Hot Topic

Workplace Flexibility Partnership to 'Move Work Forward'

The Society for Human Resource Management (SHRM) and the Families and Work Institute (FWI) have joined in a major multiyear partnership called Moving Work Forward. A key aim: to transform the way organizations view and adopt workplace flexibility, helping them to become more competitive.

The partnership, announced Feb. 1, 2011 at the National Press Club in Washington, D.C., will share research and competitive practices showing how flexible workplaces can benefit employers and employees and help employers develop workplace cultures that fully embrace and implement strategies that will "move work forward."

"The global marketplace is creating new demands on business to recruit top talent from around the world, to understand and navigate competing cultures, and to be flexible enough to respond to challenges and opportunities on a 24/7 schedule," said Henry G. (Hank) Jackson, interim president and chief executive officer of SHRM. "That means creating more flexible work environments that give people greater autonomy to decide how, where, and when they do their best work."

He noted that "By focusing on results rather than hours worked, companies have increased output. By encouraging employees to develop their personal strengths, employee retention and loyalty have increased."

To read more click here: <http://www.shrm.org/about/news/Pages/FWIPartnership.aspx>

Top Reasons to Leave Organizations

US employers were asked "What do you think would influence your employees' decision to leave your organization?"

- 1 Increased base pay
- 2 Greater career advancement opportunity
- 3 Improved work/life balance
- 4 More-flexible work location
- 5 Greater job security

Source: 2010 Global Talent Management and Rewards Study - US Report, Towers Watson. Respondents were 314 organizations, each with more than 1000 employees

US employees were asked "How would receiving each of the following influence our decision to leave your current organization?"

- 1 Increased base pay
- 2 Greater job security
- 3 Pension
- 4 Improved work/life balance
- 5 Better health benefits

Source: 2010 Global Workforce Study, Towers Watson. Respondents were more than 20,000 full-time employees from around the world.

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CCSHRM Member Spotlight

Congratulations to Erin Kimbrell, '09 graduate of Winthrop University, and **Amie Parson**, '10 graduate of Winthrop University, upon earning the Professional in Human Resource designation in December.

Rita Revels, CCSHRM Board Member at Large, also holds a leadership role on the South Carolina SHRM State Council as Director Elect & Conference Chair. She holds the Senior Human Resource Professional designation and currently serves as Human Resource Manager for Schaeffler Group USA, Inc. in Fort Mill, SC.

Russ Knight, Past CCSHRM President, also serves on the South Carolina SHRM State Council. He is the District Director—Upstate to include Greenville, Rock Hill, and Spartanburg. In his spare time, he can be found at First Sun Solutions where he is Regional Vice President.

Both Rita and Russ join our own **Michele Lorusso** who also serves on the State Council. We are well represented.

Got news? Please share accomplishments, promotions, etc., with us! Send them to sherry.archie@foundersfcu.com.



**Want to reverse the rising cost of healthcare? Wellness may be your answer.
Join us at our February Luncheon Meeting to learn more.....**

With the new healthcare reform continually in the forefront, most businesses are searching for ways to create a healthy culture in the workplace while trimming back some of the sky rocketing healthcare costs.

At our February luncheon meeting on the 17th, Cynthia Ackrill, MD and Chief Medical Officer for Benefit Controls brings a unique and thorough background to the subject of wellness as a business strategy. With the latest science and research, she provides innovative ways to optimize energy, creativity and focus for enhanced, sustainable performance. *Don't miss her presentation: Creating Cultures of Well-being. Register online at www.CarolinasSHRM.org or email Jill Mikels at jill.mikels@ycnga.com.*



Sponsored by: **Benefit Controls**
COMPANIES

"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."

**CCSHRM & York County Regional Chamber of Commerce
present**

**2011 Human Resource Professional of the Year
Awards Luncheon**



March 10, 2011
The City Club—Rock Hill
11:00 am ~ 1:00 pm

Cost ~ \$25 per person or Reserved Tables for 6: \$125

Join us as we celebrate those individuals nominated and recognize the winners.
Register online @ www.hrpo.com or by phone at 803 324-7500 (York County Chamber of Commerce)

Gold Sponsor: Ogletree Deakins

Silver Sponsors: Blackbridge Financial & Watson Insurance

Bronze Sponsors: Jameson ADP The Employers Association K&P Consulting

**Ogletree
Deakins**

Employers & Lawyers, Working Together

**Essential Immigration:
Compliance and Visas**

An informative and educational briefing addressing the latest immigration law topics impacting South Carolina employers

Friday, February 25, 2011

8:30 am—11:30 am

Charleston Place
Charleston SC

Cost: \$25

Register at:

www.ogletreedeakins.com



Chapter Meetings & Events

www.carolinasshrm.org

Regular Chapter Meetings are held the 3rd Thursday of each month
 Hilton Garden Inn (Dave Lyle Blvd)
 11:45 am to 1:15 pm—Program and Lunch (unless otherwise noted below)
REGISTER FOR AN UPCOMING MEETING BY VISITING OUR WEBSITE AT
WWW.CAROLINASSHRM.ORG

DATE	COMPANY	TOPIC	RESOURCE PARTNER
February 17	Business Meeting	Creating Cultures of Well-being Presented by Dr. Cindi Ackrill (HRCI credit approved: 1 hour)	Benefit Controls
March 10	CCSHRM & York County Chamber of Commerce	2011 HR Professional of the Year Awards Luncheon 11:00 am until 1:00 pm	Ogletree Deakins
March 17	Business Meeting	Internal Marketing, Communications, and Collaboration via the Web Presented by Jason Broadwater (HRCI credit approved: 1 hour)	First Sun EAP
April 21	Business Meeting	Brain Attack—A Medical Emergency Presented by Tina Cronin	Piedmont Medical Center
May 19		Legal Update (Full day)	Parker Poe Ogletree Deakins



Attn: HR Professionals

Programs for our next 3 regular monthly meetings have been approved for HRCI credit.

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Brief Recap of our January Meeting

Dr. Ed Kamel, an experienced business professional with over 25 years of solid, diverse, and global business experience, explained the methodology defining the quantitative values of the process providing application of these six steps utilized to resolve issues.

Orientation ~ Define ~ Measure ~ Analyze ~ Improve ~ Control

A Special Thanks to our Meeting Sponsor.....



2011 Strategic Partners

