

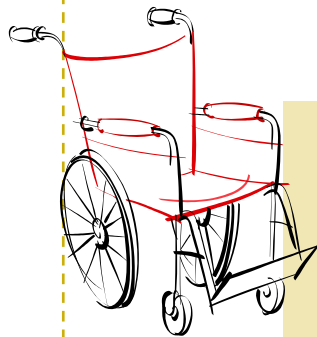


# E-NEWS



**Special Points of Interest:**

- **Payroll Confusion: Adjusting for Expiring Bush-Era Tax Cuts**
- **OFCCP Hires Additional 213 Compliance Officers**
- **CCSHRM Board Nominations for 2011 - VOTE!**
- **Diversity VS Disability: SHRM Links to Related Articles**



## Survey: Companies Have Scaled Back Disability Hiring Programs

Source: <http://www.shrm.org/hrdisciplines/Diversity/Articles/Pages/CompaniesHaveScaledBack.aspx>

Although most companies say they are open to employing people with disabilities, only about half actually hire applicants with disabilities and even fewer seek them out, according to a survey released Oct. 5, 2010, and sponsored by the Kessler Foundation and the National Organization on Disability (NOD). It appears that companies have scaled back their disability hiring initiatives over the past 15 years.

Fifty-six percent of employers have hired someone with a disability in the past three years, down from 64 percent who reported having done so in 1995, the *2010 Survey of Employment of Americans with Disabilities* found. The U.S. recession and high unemployment are partially to blame.

However, in 2010, fewer companies:

- Have a disability policy or program as

defined by the study (29 percent vs. 66 percent in 1995).

- Have a specific person or department that oversees the hiring of people with disabilities (19 percent vs. 40 percent in 2005). Offer an education program to help employees learn to work with people with disabilities (18 percent vs. 63 percent in 2005).

**Click the link above to read the entire article.**

**Related Articles found on SHRM Website:**

- [Film 'Normalizes Conversation' About Cognitive Disabilities](#)
- [Be Aware of Disabilities, Whether Visible or Not](#)
- [GAO Shares Ideas to Increase Disability Employment](#)
- [Statistics Highlight Gap in Disability Employment](#)
- [Government Seeks to Lead in Disability Employment](#)

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**Are you receiving SHRM's FREE diversity newsletter? If not, [sign up here](#).**

## Chapter News

### Chapter Leadership Update

The list of proposed leadership for the Chapter for the upcoming year is outlined on page 3. Voting will be done electronically between November 1st and our November Chapter Meeting. **Please vote!**

[www.carolinasshrm.org](http://www.carolinasshrm.org)

### SHRM: Illness and Injury Rate Drops

The United States' private-industry employers reported fewer nonfatal workplace illnesses and injuries in 2009—3.3 million cases—than in 2008, according to the U.S. Department of Labor's Bureau of Labor Statistics (BLS).

In 2009, private employers reported 3.6 cases of illness or injury per 100 equivalent full-time workers, compared to 3.9 cases in 2008. The total recordable case (TRC) injury and illness incidence rate among private-industry employers has declined significantly each year since 2003, when data were first collected in the first Survey of Occupational Injuries and Illnesses, the agency said.

"While the reported decline in workplace injuries and illnesses is encouraging, 3.3 million workplace injuries and illnesses are 3.3 million too many," said U.S. Secretary of Labor Hilda Solis in a news statement. "No worker should fear being injured or made sick for a paycheck."

In August 2010, the BLS reported a 17 percent drop in workplace fatalities in 2009, the largest drop in nearly two decades. The agency attributed the steep decline largely to high unemployment across all industries and layoffs in construction and mining. (See "[Upside to Bad Economy: Workplace Fatalities Drop 17 Percent](#).") The BLS did not make the same correlation between bad economic conditions and lower rates of injury and illness at private employers.

Click here to read the entire article: <http://www.shrm.org/hrdisciplines/safetysecurity/articles/Pages/InjuryIllnessRateDrops.aspx>

### NOVEMBER MEETING SPONSOR

Thank you to our November Meeting Sponsor...ADP!



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## CCSHRM Board Nominations for 2011

The Board is presenting the following slate of officers for 2011.

### CCSHRM Board Positions

President, **Michele Lorusso**  
 VP Programs, **April Simpkins**  
 VP Administration, **Jill Mikels**  
 VP Finance, **Kayci Black**  
 VP Membership, **Diane Borella**  
 Members at Large (3 positions),  
**Julie Voges, Rita Revels & Greg Day**  
 Past President, **Russ Knight**

### CCSHRM Volunteer Leaders

Non Dues Revenue/Sponsorships, **Greg Day**  
 Prof Dev & Gov Relations, **Cheryl Forlines**  
 College Relations/Scholarship, **Anicia Stevenson**  
 SHRM Foundation, **Kayci Black**  
 Special Events, **Keith Wheeler**  
 Workforce Readiness, **Christine Turner/Melissa Gladden**  
 Website/Newsletter, **Sherry Archie**  
 President Elect, **Greg Day**



## Board of Directors...Play 20 Questions

Issues of governance, accountability and transparency seem to be the trend. Regardless of the type of organization you work for, or possibly volunteer with, there are some important considerations. Here they are:

1. What makes a good board member?
2. What experience should be required for Members?
3. How should board members spend their time?
4. How many boards can a member serve on well?
5. How many board members do we need?
6. How do we secure the right board members?
7. Why should board members give financially?
8. How much money must a board member give?
9. What is a board member's fundraising responsibility?
10. How is board member performance evaluated?
11. How many meetings must a board member attend?
12. What are the normal standing committees of the Board?
13. How do you make board meetings relevant?
14. How are board members dismissed?
15. How do we know our by-laws are adequate?
16. What does it mean for your board to plan?
17. What are effective board member terms of service?
18. What should a board's relationship be to the CEO?
19. What is a board member's fiduciary responsibility?
20. What ethical constraints must members adhere to?

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*“Volunteers don’t get paid, not because they’re worthless, but because they’re priceless.”*  
 ~ Sherry Anderson

*“There is no exercise better for the heart than reaching down and lifting people up.”*  
 ~ John Andrew Holmes Jr

*Consider volunteering...how can you help your community?*

## Health Care Reform: IRS Delays Form W-2 Reporting Requirement

*Thank you to John Hilton of Benefit Controls for the article.*



### Reporting Requirement Delayed

The Patient Protection and Affordable Care Act (PPACA) requires employers to report the aggregate cost of employer-sponsored group health coverage on an employee's Form W-2, beginning with the 2011 tax year. Although the information must be disclosed, the cost of the coverage remains tax-free to the employee.

On October 12, the Internal Revenue Service announced that it will delay the compliance date for this requirement. The IRS and the Treasury Department have provided the relief in order to give employers more time to make any necessary changes to their payroll systems or procedures in preparation for compliance with the reporting requirement.

The temporary relief from the reporting requirement is found in IRS Notice 2010-69. This notice states that reporting the cost of employer-sponsored group health coverage will not be mandatory for 2011 Forms W-2, which would be issued in 2012. Due to the extension, employers will have to include this information for the first time on the 2012 W-2s instead, which are not issued until 2013.

Specifically, the IRS has stated that employer will not be treated as failing to meet the reporting requirements for 2011, and will not be subject to penalties, just because it does not report the aggregate cost of employer-sponsored coverage on Forms W-2 issued for 2011.

This IRS and the Treasury Department also announced that they are anticipating issuing additional guidance on the reporting requirement before the end of 2010.

Benefit Controls Companies will continue to update you if additional information becomes available with respect to this requirement.

### Compliance Steps for Employers

Although the requirement has been delayed, employers should use the additional time to ensure that they (or their payroll provider) are prepared to gather this information in advance of having to complete the Forms W-2. In doing so, they should make sure they can identify the applicable employer-sponsored coverage that was provided to each employee and be prepared to calculate the aggregate cost of that coverage. The aggregate cost of the coverage is to be calculated similarly to how the COBRA applicable premium is determined.

Employers may also have to address questions from employees regarding whether their health benefits are taxable under this new requirement. They can assure employees that the rule is a reporting requirement only, and does not mean they will incur additional tax obligations.

## Payroll Confusion: Adjusting for Expiring Bush-Era Tax Cuts

*Stephen Miller is an online editor/manager for SHRM.*

Source: <http://www.shrm.org/hrdisciplines/compensation/Articles/Pages/2011Payrolls.aspx>

The Bush-era tax cuts are set to expire at the close of 2010. While Congress could pass a partial or full extension before year-end 2010, U.S. employers must adjust their payroll deduction systems for 2011 well before the end of 2010. That could mean setting their payroll systems to anticipate no extension; then if Congress acts, they would need to readjust these systems again in 2011.

Setting payroll systems to reflect the higher tax rates that were in effect a decade ago will mean more money being withheld from workers' paychecks, according to CCH, a provider of employment and payroll law information and software. And that will present a communications challenge for employers.

"The tax cuts—now known as the 'Bush tax cuts'—were signed on June 7, 2001," noted John W. Strzelecki, senior payroll analyst at CCH, which is part of Wolters Kluwer Law & Business. "The IRS then issued new withholding tables, effective July 1, 2001, that incorporated the new tax cuts. In addition, the new tables took into account the fact that too much money was taken from paychecks that were issued in the first half of the year."

Strzelecki foresees a similar pattern this time, with the Internal Revenue Service (IRS) issuing tax withholding tables for 2011 in November 2010 and subsequently issuing revised tables if Congress extends the Bush-era tax rates. "If the tax cuts are passed and signed, the IRS will revise the withholding tables with an effective date that allows just enough time for the payroll industry to implement the changes, just as in June 2001," Strzelecki said. "The tables will take into account the fact that too much money was withheld from the paychecks that were issued prior to the tax cuts, also just like in 2001," he explained.

"What it all boils down to is workers will see less take-home pay beginning in 2011 and more take-home pay later in the year, just as we saw in 2001," said Strzelecki. For employers, this highlights the importance of keeping employees informed of why their tax withholding will be higher, at least initially—even if Congress should act before the end of 2010.

## OFCCP Ramps Up Enforcement

Source: <http://www.shrm.org/LegalIssues/FederalResources/Pages/OFCCPEnforcement.aspx>

The Office of Federal Contract Compliance Programs (OFCCP) is taking a more aggressive stance to ensure compliance, according to Dean Singewald II, an attorney with Epstein, Becker & Green in Stamford, Conn.

The agency has taken a number of steps to enhance its enforcement, including:

- Eliminating the cap on compliance reviews. Previously, the OFCCP had limited the number of facilities that may be subject to a compliance review in any scheduling cycle to 25 facilities of a business a year.
- Increasing the number of compliance evaluations and complaint investigations by 20 percent.
- Hiring 213 additional compliance officers and other enforcement personnel.

Speaking at the law firm's Affirmative Action Briefing on Oct. 21, 2010, Singewald said the agency is considering eliminating the corporate scheduling announcement letter. He noted that the agency is placing not only a renewed focus on women and minorities but also expanded attention on veterans and individuals with disabilities, as well as an expanded focus on whites, men and individual minority groups. The agency is serious about stamping out systemic discrimination with aggressive enforcement on hiring and compensation disparities. There are "no more sweetheart deals" with the agency these days, Singewald remarked. **Click the link above to read the entire article...**



# Program Information

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  
**REGISTER FOR AN UPCOMING MEETING BY VISITING OUR WEBSITE AT**  
[WWW.CAROLINASSHRM.ORG](http://WWW.CAROLINASSHRM.ORG)

[www.carolinasshrm.org](http://www.carolinasshrm.org)

DATE	COMPANY	TOPIC	RESOURCE PARTNER
November 18	Business Meeting	Walk a Mile in My Shoes—Diversity Tricia Palm, Williams & Fudge	ADP
December 16	Holiday Luncheon	Special Networking Event	Ogletree Deakins

## *Walk a Mile in my Shoes!*

The title of November's presentation is based off on old saying and song from the 1960's. It really means understand others before we pass judgment on them.

The message is timeless and speaks to us today as we continue as HR Professionals to ensure that all people, regardless of ethnicity, background and religion are VALUED & APPRECIATED in our workplace!

Join us in embracing Diversity and Inclusion!

# STRATEGIC PARTNERS 2010

**CCSHRM thanks you for your generous support as we continue to advance the profession and serve the professional!  
 Looking forward to an exciting 2011!**

