



August Newsletter

August 2014

President's Message

Dear NNMHRA Members & Friends,

I hope you are enjoying your summer and finding time to partake in some of the wonderful summer activities available to those of us who are lucky enough to live in New Mexico.

Last month's presentation by Sarah Smith, *Accountability and Ethics in the Workplace*, was interesting and led to some great discussions. This month, our own Ann Sperling will be on hand to look at final ACA regulations that can confuse and confound even the most experienced HR professional or business owner. Ann's presentations are always informative, and she shares her knowledge in a way that is entertaining, informative, and easy to grasp.

We are continuing to update the information regarding our September 9th Legal Update conference as you can see below. Watch for updates on our [website](#) and in Newsletters and other Email blasts. For our members, Early Bird registration ends August 1st. A reminder to all of you - last year we sold out, so register now! We look forward to seeing all of you there.

Regards,

Silas

Silas Peterson
2014 NNMHRA Board President

August 12th Dinner Meeting

NNMHRA is Pleased To Present...

HR Intelligence on the Final Regulations of ACA

Presented by Anne Sperling, CSA, LPRT

This presentation is pending 1.5 HRCI Credit Hours

As HR professionals, you know first-hand the complexity of compliance issues faced by the Affordable Care Act employer mandate. Get the tools you need to understand your role and obligations to these complicated final regulations at our monthly dinner meeting on Tuesday, August 12th.

Anne Sperling, Employee Benefits Broker and expert on employee benefits compliance, will educate you on the final ACA rules. She'll make it fun and entertaining. But, you'll want to bring your head into the game, because there will be a lot of information regarding this laundry list:

I. Key Definitions

- a. Large Employers
- b. Full-time employee (new definitions for seasonal, part-time teachers, adjunct professors, fire fighters, etc.)
- c. Excise taxes under IRS Section 4980H (A & B Taxes)

II. Application of the Section 4980H Definitions and Rules to Employers - Scenario discussion

III. Application of the Excise Taxes

- a. Form W-2 Safe Harbor - 9.5% Affordability Testing
- b. Rate of Pay Safe Harbor - 9.5% Affordability Testing
- c. How is the tax assessed?

IV. IRS Form Filing under Section 6055 and 6056 of the Code - Form 1095C - must offer coverage to 70% and then 95% of eligible population and how do you prove it? Are you ready for this IRS audit?

- a. Employee communication and documentation to avoid the employer excise tax and the individual mandate tax
- b. Payroll Systems
- c. Other automation - Ben Admin Systems and HRIS

V. Employer choices for plan design in 2015 and beyond

- a. IRS 105H Discrimination Testing for Fully-Insured Plans
- b. Self-insured or fully-insured?

- c. MEC Plans - be careful of these!!
- d. MEWA's
- e. Voluntary Benefits
- f. Un-insurance Benefits
- g. Wellness programs - Participatory or Contingent?

VI. Employer Handbooks - what's safe to put in the handbook based on ACA regulations today?

- a. Waiting periods
- b. Contributions
- c. Definitions of employee (Full-time, Variable, Contract)
- d. Affordability Test
- e. The Public Exchange

VII. Know the difference between DOMA and Domestic Partner rules and your obligations for each

Anne Sperling is the immediate past National Chair of the Professional Development Committee for the National Association of Health Underwriters (NAHU) She served 4 leadership years on this committee. NAHU is a dedicated group of more than 100,000 benefit specialists across the nation who advocate on behalf of their clients - American health insurance consumers. As National Chair, Anne personally authored certification courses for employee benefit specialists across the nation. Her latest certification creation is Voluntary Worksite Benefits Certification and PPACA Certification.

Anne is the Employee Benefits Manager for Daniels Insurance Agency in Santa Fe. Prior to Daniels she was the Executive Director for the NM Health Insurance Alliance, a program she founded in 1994 for difficult to insure small businesses. She has her Bachelor of Science degree in Business Administration with a concentration in Human Resources and Compensation Administration from the University of Vermont.

For more than 29 years, Anne has presented to thousands on the topic of employee benefits and tying the conversation with federal and state compliance and regulation, human resources management, and financial planning. Her audiences are located both nationally and in-state.

She's received numerous awards for her community and professional involvement including NM Woman of Influence Award, Santa Fe Business Woman of the Year, NAHU State Legislative Achievement Award, NAHU National Distinguished Service Award, Santa Fe Chamber of Commerce Volunteer of the Year Award, and NAHU Soaring Eagle Leading Producer Roundtable designation - the highest employee benefits sales designation within NAHU.

Anne has a contagious passion for the health care discussion. She makes the most complicated easy to understand and...**FUN!**

Monthly meetings are held the second Tuesday of every month at the Hilton Hotel located at 100 Sandoval Street. Parking is offered for free to those attending meetings.

Cost: \$30 per member
\$35 per non-member
\$40 for walk-ins
Time: 5:30 p.m.
RSVP by: 11:00 a.m. the Thursday before the event

Scholarship funds are available to paid/current members who may need assistance paying for dinner due to recent employer cutbacks. The proceeds from our monthly raffle will go to sponsor up to two members of our group each month. Please contact Lisa Bronowicz at the email above if you wish to apply for this program.

[Click Here To Pay Now!](#)

You may pay for meetings through our PayPal account using a credit card or your PayPal account. Please note that the fees PayPal charges for this service (2.9% + \$0.30) have been added to the cost.

EVEN IF YOU PAY NOW, YOU MUST STILL email Lisa Bronowicz at nnmhra@gmail.com to make your reservation.

Our reservations must be provided to the hotel by noon on the Thursday before the meeting. If you have made a reservation and cancel after this time, you will be charged for dinner. No shows will also be billed for dinner.

Tuesday, September 9th - Save The Date!

NNMHRA's 2014 Legal Update Conference

This event is pending 6 HRCI credit hours and 6 MCLE credit hours

TAKE ADVANTAGE OF THE LAST FEW DAYS OF EARLY BIRD REGISTRATION FOR MEMBERS! JOIN NOW AND YOUR MEMBERSHIP EXTENDS THROUGH 2015!

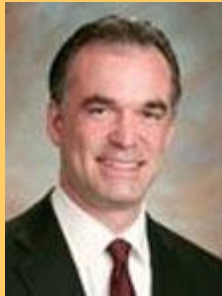
The NNMHRA 2014 Legal Update Conference will be here before you know it! The conference promises to be interesting and informative. Don't miss this event which not only addresses timely and relevant HR topics, but also provides a great networking opportunity in our community! HR professionals, business owners, manager and legal professionals can all benefit by attending. We hope you will join us!

To learn more about the conference and to register, [click here](#)

Confirmed Speakers:

- Scott Gordon of Rodey Law
- Alice Kilborn of Moody Warner
- Jacob Candelaria, State Senator
- Fred Miner of Littler Mendelson

- Tony Ortiz of Tony F. Ortiz Law
- Paula Maynes of Miller-Stratvert, P.A.
- Diane Garrity of Serra & Garrity
- Danny Jarrett of Jackson Lewis PC
- Celina Bussey, Cabinet Secretary, NM DWS



Early Bird pricing is available for members until August 1st, so register today to take advantage of this great pricing! If you are thinking of joining, this is a great time. Join NNMHRA now to get the Legal Update Member price and enjoy membership through the end of 2015!

To learn more about the conference, check out the event on our website. We will be updating it as we confirm additional speakers and the presentation topics.

Registration forms for attendees and Sponsor/Exhibitor information is available on the website.

We are looking forward to seeing all of you there. We promise a great event!

To learn more about the conference and to register, [click here](#)

"Like", "Follow" and Link up with us!

Did you know we are on Facebook, Twitter, and LinkedIn? Social media is a great way to stay connected with NNMHRA! Click on the following links to stay up to date on news and upcoming events.

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