



Fun in the Sun!

Summer 2014



Compliance Corner

PCORI Fees Due by 7/31/14

If you are an employer who has a self-insured health plan and/or a high deductible plan, your company may be required to pay PCORI fees by July 31, 2014.

The fee applies to policy or plan years ending on or after Oct. 1, 2012, and before Oct. 1, 2019. The Patient-Centered Outcomes Research Institute fee is filed using Form 720, Quarterly Federal Excise Tax Return. Although Form 720 is a quarterly return, for PCORI, Form 720 is filed annually only, by July 31.

If you are not sure if your company is required to file, contact our office at New Life HR Solutions for advice or go to the IRS link below for more information:

Summer is here...

Vacations...Beaches...Sun...

This time of year brings about vacation time and summer attire. Does productivity decline in the summer time due to a reduced staff? Is there a relaxed dress code during the warmer months?



Whatever is on your plate, New Life HR Solutions has over 30 years of expertise in all areas of Human Resource Management and can help you maneuver through the myriad of laws and regulations that have to be complied with.....and ultimately allow you to focus on your core business.

Contact us for a free consultation and let our experienced staff take these worrisome issues off your hands.

Have a safe and Happy Summer!

*Lucille Mavrokefalos
President and Founder
New Life HR Solutions*

<http://www.irs.gov/uac/Newsroom/Patient-Centered-Outcomes-Research-Institute-Fee>

Repeal of Annual Wage Notifications for NYS?

A bill that would eliminate a requirement that employers send annual wage notifications to all their employees is coming before Gov. Andrew Cuomo in early July 2014.

The State Legislature recently voted to repeal a portion of a 3-year-old labor law that requires employers to send annual wage notifications to all their employees.

If Gov. Andrew M. Cuomo signs the bill, it will eliminate a provision in the Wage Theft Prevention Act that requires companies each year by Feb. 1 to send all their employees written notices detailing such things as their pay rates and regular payday.

New Life HR Solutions will keep you updated on this development. Stay tuned.....

For more information and guidance in all areas of Human Resource Management and Compliance contact us for a free consultation:

New Life HR Solutions, LLC
373 Nesconset Highway
Suite 128
Hauppauge, NY 11788
631.498.4920 (o)
631.487.9091 (c)
www.newlifeHRsolutions.com



Are you experiencing the "summer flu" with your employees?

The sun is out - it is perfect beach weather and your employee is constantly calling out sick - better known as the "summer flu". What do you do?



Managers and supervisors don't like confronting their employees about performance problems so they tend to assume that employees are aware that they are not doing an acceptable job.

Let's take excessive absenteeism for an example. It is summer and your employee is taking Mondays or Fridays off - calling out sick. After a couple of months of this you terminate the employee. Sound familiar?

The employee files for Unemployment or worse, files a lawsuit in court to fight back. The manager responds with "surely the employee should know what I want!" does not hold water with the DOL or in court. The manager never talked to the employee.

Yes, it seems ridiculous, but "they never told me" is a standard defense in employment lawsuits. It plays to the jury's sense of fairness, and it plays pretty well.

Most times the DOL might grant UI based on the fact that the employee was never told that they should be on time or that the Manager was displeased with the employee's attendance. In front of a jury "they never told me they were displeased" becomes a plea for justice. The jury is likely to agree - It wasn't fair.

In contrast, think of the UI DOL investigator looking at this termination, but there's a clear trail of formal counselings that shows that the company made every effort to try to get this employee to improve their attendance. The DOL is likely to side with the employer that gave a wayward employee every chance to improve.

Documentation is key in proving that you have clear justification for the adverse actions that you may need to take. I can't stress more, to Document, Document, Document!

For assistance in terminations and documenting employees performance contact **New Life HR Solutions**.

www.newlifeHRsolutions.com