



# Columbus Compensation Association

November 2010

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## Meeting Announcement Breakfast Meeting

**Tuesday, November 16, 2010**  
The Fawcett Center, 2400 Olentangy River Road

**Program Topic:**  
Total Rewards Legislative Update

**Presenter:**  
Cara Woodson Welch, Director of Public Policy, WorldatWork

### Schedule:

Registration and Meal	7:45 a.m. – 8:30 a.m.
Keynote Presentation	8:30 a.m. – 10:00 a.m.

<u>Cost</u>	<u>Member</u>	<u>Non-Member</u>	<u>Student*</u>
<b>Meeting Keynote</b>	<b>\$30</b>	<b>\$40</b>	<b>\$10</b>

### Registration Deadline: Thursday, November 11, 2010

- No meeting cost for those who prepaid membership & meeting package for 2010.
- If you register but don't attend, you are still responsible to pay the meeting cost.
- Please register online at <http://www.columbuscomp.org>

\*The Columbus Compensation Association considers "Student Membership" as a discounted membership for a full-time college student who may not otherwise qualify for sponsorship by their own organization.

## Program Overview

Join us for an update on key issues facing Congress and the Obama Administration. Sorting through the issues that might affect business and, more specifically, total rewards, is an overwhelming task. Cara Welch, Director of Public Policy, WorldatWork, will cut through the mountains of information and talk about current public policy impacting total rewards. Cara will share key Total Rewards 'hot topics' to watch and what to expect out of the Obama Administration and Congress in 2010/2011. Hear updates on potential bills and regulations impacting compensation, potential changes in executive compensation, pay equity, benefits, including 401(k) plans, paid time off, and healthcare reform.

## About the Speaker – Cara Woodson Welch

Cara Woodson Welch is the Director of Public Policy for WorlDatWork responsible for anticipating and addressing regulations and legislation that could affect total rewards and human resource professionals in the United States. Welch has nearly 20 years of experience in public policy and government affairs and is a member of the DC Bar. Prior to joining WorlDatWork, she served as general counsel and vice president of advocacy at the Design-Build Institute of America in Washington, D.C.

Welch's extensive experience includes advocacy at the local, state, and federal level. Early in her career, she received a fellowship with the Human Resources division of the Social Security Administration in the U.S. Department of Health and Human Services. She also has worked in the state legislature and the state executive branch. She has an excellent grasp of the federal legislative and regulatory process and understands how federal law and regulations impact employers.

Welch previously held executive positions with American Society of Landscape Architects, National Association of Realtors, American Society of Health-System Pharmacists, and more.

Welch is a frequent speaker and writer on the impact of federal legislation and regulation on total rewards. She has been quoted in The Washington Post, Workforce Management, Employee Benefit News, and the Wall Street Journal.

Welch earned a B.A. in International Studies and French with a Minor in Political Science from Macalester College and a J.D. from Georgetown University Law Center.

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## Come Vote for CCA Elected Positions on Nov. 16<sup>th</sup>!

Did you think voting ended November 2<sup>nd</sup>? Not for the Columbus Compensation Association! Please join us at our November 16<sup>th</sup> breakfast meeting to vote for open Columbus Compensation Association elected roles. Please see the bios below for positions that are up for election:

- **Vice President, Membership: Rebekah Marette**  
Rebekah Marette has worked in the compensation discipline since 2007. She is currently a Sr. Compensation Analyst for Express Inc. Prior to working at Express, Rebekah worked as a Compensation Analyst at Tween Brands. Rebekah has been a member of the Columbus Compensation Association for the past two years and has a Bachelor's degree in business from The Ohio State University.
- **Vice President, Programming: Maureen Koblentz**  
Maureen Koblentz has worked in the compensation discipline since 2002. She currently is a Compensation Manager for The Ohio State University Medical Center. Prior to working at the Medical Center, she worked at Nationwide Insurance, serving in roles in Recruiting and Staffing, Corporate Compensation, and Exclusive Agency Sales. Maureen has been actively involved with the Columbus Compensation Association for the last six years as both a member as well as serving as an appointed board member – VP Programming (2009, 2010). She has a Bachelor's Degree from Purdue University as well as an MBA from The Ohio State University.
- **Secretary: Meredith Salata**  
Meredith Salata has 5 years of progressive experience in the field of Compensation. She additionally has experience as an HR Generalist. She is currently a Compensation Consultant for Battelle. Meredith has been a member of Columbus Compensation Association for the last five years. She has a Bachelor's and Master's Degree from The Ohio State University, as well as her CCP designation.

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## Some Keys to Success as a Human Resources Professional

(Source: [www.citehr.com](http://www.citehr.com); Author – Ajmal Mirza, Senior Member of CiteHR)

1. Know the business
2. Know what is confidential
3. Model tri-level communication (to managers, peers, and front-line employees)
4. Correlate organizational systems (awareness of interconnectivity between organizational systems)
5. Practice transactional excellence
6. Create policies, guidelines and programs consistent with overall business objectives
7. Maintain an understanding of latest technologies, resources, and legislation
8. Responsibility, Recognition, and Reward

## In the News



- **Using your BlackBerry Off-Hours Could be Overtime** ([www.npr.org](http://www.npr.org) - 8/14/2010)
  - The City of Chicago is being sued by a police sergeant for alleged FLSA violations for time spent on the employer-issued BlackBerry during off-hours. This is an opt-in collective action.
  - The suit alleges that non-exempt employees were required to be on call and respond to communications during off-work hours; employees were reportedly not paid for time spent on employer-issued communications devices during these off-hours. Plaintiffs are seeking unpaid wages, overtime pay, interest, and attorney's fees.
  - Plaintiffs assert that the city violated the FLSA by failing to keep accurate records of overtime.
- **DOJ Settles Complaint Alleged Restrained Competition for Employees** ([www.shrm.org](http://www.shrm.org) – 10/1/2010)
  - The U.S. Department of Justice announced a settlement with six companies (Adobe Systems Inc., Apple Inc., Google Inc., Intel Corp., Intuit Inc., and Pixar) that prevents them from entering into nonsolicitation agreements for employees.
  - The companies had entered into agreements with each other prohibiting cold calling each others' employees, which was an alleged violation of anti-trust under Section 1 of the Sherman Act.
  - The agreements were not limited by geography, job function, product group, or time period, and employees were not informed of and did not agree to the restriction.
  - The settlement prohibits the companies from engaging in anticompetitive nonsolicitation agreements.
- **High Court Considers Scope of FLSA Anti-Retaliation Provision** ([www.shrm.org](http://www.shrm.org) – 10/18/2010)
  - The U.S. Supreme Court heard oral arguments October 13, 2010 on whether the anti-retaliation clause of the Fair Labor Standards Act (FLSA) protects an employee who was terminated after orally complaining to his supervisor that his employer was violating the act.
  - Saint-Gobain Performance Plastics Corporation fired Kevin Kasten for repeatedly failing to punch in and out on a time clock. Kasten admitted that he did not always remember to punch the time clock because it was not near the workplace entrance.
  - The district court ruled in favor of the class-action suit, holding that Saint-Gobain violated the FLSA by placing time clocks in a location such that workers could not clock in or out until after they donned or removed their safety gear. As a result, workers lost between four and 25 minutes of overtime pay each shift. Saint-Gobain settled that case for nearly \$1.5 million.
  - The district court granted summary judgment in the second suit to Saint-Gobain ruling that Kasten's oral complaints about the placement of the time clocks were not protected under the FLSA anti-retaliation clause; the court argued that "One cannot 'file' an oral complaint; there is no document, such as a paper or record, to deliver to someone who can put it in its proper place."
  - The Supreme Court is reviewing arguments, including from Jeffrey Wall, assistant to the solicitor general, who is urging the court to rule that an employee who complains orally to his employer about alleged wage and hour violations is protected from retaliation. At issue are: (1) what kinds of communication would be covered, (2) are only complaints to government protected, and (3) is the FLSA distinguished from other laws.
- **SEC Issues Proposed Rules on 'Say on Pay'** ([www.worldatwork.org](http://www.worldatwork.org) – 10/19/2010)
  - The Securities and Exchange Commission issued proposed rules on Oct. 18, 2010, that would enable shareholders to cast advisory votes on executive compensation and golden parachute agreements. The rules are called for by section 951 of the Dodd-Frank Wall Street Reform and Consumer Protection Act.
  - Public companies subject to federal proxy rules would, under the proposed rules, be required to provide:
    - Shareholders with an advisory vote on executive compensation (say-on-pay votes) and an advisory vote on the desired frequency of these votes.
    - Shareholders with an advisory vote on compensation arrangements and understandings in connection with merger transactions (golden parachute arrangements)
    - Additional disclosure of golden parachute arrangements in merger proxy statements.
  - Institutional investment managers would have to report their proxy votes on executive compensation and golden parachute arrangements at least annually, unless votes are otherwise required to be reported publicly by SEC rules.
  - The SEC is seeking public comment on a number of questions, with the comment period ending Nov. 18, 2010.
- **No Automatic COLA for 2011, Announces Social Security Administration** ([www.blr.com](http://www.blr.com) – 10/19/2010)
  - Monthly Social Security and Supplemental Security Income (SSI) benefits will not automatically increase in 2011. This is the second year without an automatic Cost-of-Living Adjustment (COLA) since they went into effect in 1975. Last year was the first year without an automatic COLA. Since there is no COLA, the statute prohibits a change in the maximum amount of earnings subject to Social Security tax, as well as the retirement earnings test exempt amounts. These amounts will remain unchanged in 2011.
- **U.S. CFOs Targeting Health-Care Cutbacks, Bonuses, Equity-based Compensation** ([www.worldatwork.org](http://www.worldatwork.org) – 11/1/2010)
  - 30% of U.S. CFOs are planning on reducing health-care benefits, 23% are planning on reducing bonuses, and 18% will reduce stock options/equity-based compensation, according to a national survey of 516 U.S. CFOs and senior comptrollers conducted by Grant Thornton LLP.

## September Meeting Recap

On Thursday, September 16, 2010, Columbus Compensation and the Central Ohio ISCEBS co-hosted a lunch meeting with speaker Jack Towarnickey, Associate Vice President of Benefits Planning for Nationwide. The topic was “Engaging Communications – Inspiring a Diverse Workforce to Take Action.” Jack’s presentation focused on how to use behavioral economics concepts to frame employee communications and guide employee behavior. His presentation covered the following topics:

1. **Behavioral Economics Primer:** Jack provided a basic overview of concepts such as Loss Aversion, Social Norms, Hyperbolic Discounting, Mental Shortcuts, and Choice “Blindness.”
  - o **Loss Aversion:** Losses create greater concern than gains. Generally, people will avoid loss, even when the risk of loss is slight and manageable.
  - o **Social Norms:** The tendency of people to defer to others, based on their actions or choices, in determining what is the best solution for herself/himself
  - o **Hyperbolic Discounting:** People give much greater weight to near term costs and losses. People are not effective at discounting for the passage of time.
2. **Savings Plan – 401(k):** Jack provided an example of utilizing behavioral economics concepts (framing / choice architecture) at Nationwide to increase participation among a diverse workforce. He discussed the usage of automatic enrollment and automatic escalation and their effects on participation rates.
3. **Health & Wellness Initiative:** In order to increase wellness program usage, the behavioral economics concepts of loss aversion and social norming were utilized and the effects discussed.
4. **Prescription Drug:** Nationwide applied loss aversion techniques in the form of increased co-insurance and co-pays to increase the use of generic prescription and mail order delivery.
5. **Dental:** Jack demonstrated the effect of deploying loss aversion techniques to increase the usage of preventive dental service usage. In particular, waiving the deductible if you went to the dentist to encourage more dental visits.
6. **Use of Choice Architecture:** Jack then provided several examples of how choice architecture (how you structure enrollment and other choices) to guide employee behavior. Examples included:
  - o **Medicare Part D** - improved retiree coverage selection / decision making
  - o **Health Savings Account** – minimize participants who forego HSA company financial support
  - o **Dental** – Ensure associates have best chance to use network provider
  - o **Long Term Disability** – increase enrollment among new hires
  - o **Life Insurance** – minimize number of associates without death benefits

## Save the Date – Upcoming Meetings & Courses

### Meetings:

**2011 Meeting Calendar:** The CCA Board is working diligently to determine appropriate programming for 2011 meetings. While these details are yet to be finalized, please mark your calendars to plan to attend the following meetings in 2011:

February 16, 2011	Lunch Meeting
April 14, 2011	Breakfast Meeting
June 21, 2011	Lunch Meeting
September 21, 2011	Breakfast Meeting
November 15, 2011	Breakfast Meeting

\*All meetings held at the Fawcett Center.

### Courses:

Date	Course
April 25 & 26, 2011	T1: Total Rewards Management
June 6 & 7, 2011	C17: Market Pricing: Conducting a Competitive Pay Analysis
August 8 & 9, 2011	T4: Strategic Communication in Total Rewards
October 17 & 18, 2011	C2: Job Analysis, Documentation, and Evaluation

\*All courses held at the Quest Business Center. Register at [www.worldatwork.org/register/cca](http://www.worldatwork.org/register/cca)

## 2010 Columbus Compensation Association Board Members

<p>PRESIDENT  <b>Michael Kalan, CCP</b>          Compensation Consultant          Ohio State University Medical Center          Department: HR Shared Services          660 Ackerman Rd. PO Box 183100          Columbus, OH 43218-3100          614-293-7996 office  <a href="mailto:Michael.Kalan@osumc.edu">Michael.Kalan@osumc.edu</a></p>	<p>VICE PRESIDENT PROGRAMMING  <b>Maureen Koblentz</b>          Compensation Manager          Ohio State University Medical Center          Department: HR Shared Services          660 Ackerman Rd PO Box 183100          Columbus, OH 43218-3100          614-293-7412 office  <a href="mailto:Maureen.Koblentz@osumc.edu">Maureen.Koblentz@osumc.edu</a></p>		
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### Watch for Your Next CCA Newsletter in mid-January

A major purpose of the Columbus Compensation Association (CCA) is to enhance and promote the total compensation profession. If you are interested in providing content for the newsletter or feedback, please contact [info@columbuscomp.org](mailto:info@columbuscomp.org). Deadline for content for submission is **January 3, 2011**