
New York Metropolitan Area Chapter-ISCEBS



e-Newsletter First Quarter 2007

A MESSAGE FROM THE PRESIDENT...

On behalf of the New York Metropolitan Area Chapter of ISCEBS, I would like to welcome you to the first issue of our newsletter for 2007. The chapter hopes to provide you with a great line up of activities, including monthly educational meetings, two fundamentals programs (health and welfare this spring and retirement and pension plans in the fall), and new CEBS and fellow designation recognition and networking programs.

We have already presented two educational programs: Pandemic Preparedness in January and Wellness Programs in March.

As you know, the chapter is composed of volunteers and we encourage you to become involved as well. If you would like to serve on one of our committees or if your organization

would like to provide a speaker for one of our educational meetings or, perhaps, host a meeting, please contact anyone on the board.

Chapter members also participate on the national level. Congratulations to Keith Rauschenbach, CEBS, Managing Director at TIAA-CREF and past board President, who is currently serving as 2007 President of ISCEBS and Chair of the Strategic Planning Committee. Also, kudos to board director Joseph Remeika, CEBS, Employee Benefits Team Lead at Banc of America, Corporate Insurance Agency, LLC, who is serving on the Professional Development Committee.

Join us at any of our activities and let's have a great year.

Pamela C. Lee, CEBS
2007 President, New York Metropolitan
Area Chapter – ISCEBS
pamclee@optonline.net

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New York Metro Area Chapter – ISCEBS 2007 Board of Directors

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We would love to hear from VOLUNTEERS! If you are interested, please contact Mary Jo at: silent@worldnet.att.net

Health Care Reform Discussion

The U.S. Health Care Dilemma: Who Has the Answer?

The U.S. has endured a decade of health care cost increases. Baby Boomers, the nation's largest demographic sector, are crossing the threshold of age 60 and will need more costly health care as they age. The uninsured and underinsured population, now numbering over 62 million, continues to grow and struggle to access and afford adequate health care.

In response, numerous groups have intensified their focus on finding possible solutions. Alliances have formed, with some featuring unlikely partnerships. Due to the severity of the situation, many proposed actions are looking at radical changes to the existing health care system. Should the link between employment and health insurance be severed? Will universal health care solve our nation's health care problems? How will these plans be funded? What would be the impact of President Bush's proposal? Who will take the lead, states or the federal government? What are the candidates for the 2008 presidential election proposing?

The International Foundation has been monitoring the emerging platforms and proposals. This section will be updated periodically to reflect major initiatives. Here's a look at today's influential voices.

National Proposals President Bush

In the State of the Union address, President Bush proposed imposing income taxes on health insurance coverage provided by employers. For taxpayers who have health insurance on their own or through their employer, the proposal would create standard tax deductions of \$15,000 for family coverage and \$7,500 for single coverage. People who receive coverage from employer-sponsored plans would not pay income or payroll taxes on the coverage unless it exceeded the deduction limits.

A preliminary, unreleased report from the Joint Committee on Taxation estimates the Bush proposal's cost to taxpayers at \$526.2 billion through 2017. The net cost estimate for the proposal for the period 2009 through 2018 by the Lewin Group is \$153.8 billion.

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Quick Facts...

About ISCEBS

- ◆ Approximately 4,000 members
- ◆ 51 chapters, including Canada
- ◆ Metro NY Chapter has over 130 members

We Want Your Feedback!

One of our local chapter members, Joseph Remeika, will be participating this year as a member of the 2007 Professional Development Committee of ISCEBS. This committee meets once a year to review suggestions for improving the CEBS education program and services provided by ISCEBS. In the past, they have reviewed such items as; determining the format and content of continuing education courses, recommending potential topics for Benefits Quarterly, and reviewing the services available to chapter members. If you have any input that you would like to share with Joseph, prior to the next Committee meeting in June, please contact him at:

Joseph.Remeika@bankofamerica.com

Mark Your Calendars...

This year's Health & Welfare Plan Fundamentals 1-Day Seminar is scheduled for May 23, 2007. Additional details to follow soon!

Congratulations Are In Order...

New Fellows

Joseph Remeika, CEBS
Bank of America, Corporate Insurance Agency
Cranford, New Jersey

Recent CEBS Graduates

Laura M. Cannillo, CEBS
Compensation & Benefits Analyst
American Institute of Physics
Melville, New York

Catherine R. McCabe, CEBS
VP, Individual Client Services
TIAA-CREF
New York, New York

Latricia A. Parker, CEBS
Director, Benefit Administration
Estee Lauder Inc.
New York, New York

Michelle R. Schramm, CEBS
Sabin Bermant and Gould LLP
New York, New York

Nancy T. Schulkind, CEBS
VP, Benefits Planning
Bank of New York
New York, New York

Phillip W. Wismar, CEBS
Global Benefits Analyst
Aon Consulting
New York, New York

Members on the Move

Manny Erlich
Managing Director
Geller Group LLC
Fmr. Pos.: Principal

Fred A. Farkash, CEBS
Senior Consultant
Buck Consultants
Fmr. Pos.: Compliance Consultant

Stacy Isquith-Donck
Principal
Mercer HR Services
Fmr. Pos.: VP, Human Resources,
National Financial Partners

Cecelia Katz, CEBS
Senior Actuarial Consultant
USI Consulting Group
Fmr. Pos.: Sr. Benefits Consultant

Linda Kellner, CEBS
Executive Vice President
Savasta & Co., Inc.
Fmr. Pos.: Dir. of Administration

Timothy E. Lane
Managing Director
TIAA-CREF
Fmr. Pos.: Senior Vice President

Michael J. Noone, CEBS
Managing Director
TIAA-CREF
Fmr. Pos.: Director of Business Planning

Keith Rauschenbach, CEBS
Managing Director
TIAA-CREF
Fmr. Pos.: Vice President

Talent Management Threatens Health Care as Top Benefit Concern for 2007

ISCEBS Member Survey Results Released

Although controlling the cost of health care remains a top employer concern, the ability to attract and retain a high-quality workforce is beginning to challenge health care costs for the top spot of Total Rewards priorities for 2007, according to the 13th *annual Top Five Total Rewards Priorities Survey* conducted by Deloitte Consulting and the International Society. The commentary and survey results are available now at: www.iscebs.org

Summary: Pandemic Preparedness – What Companies Need To Know

January 16, 2007 - Hosted by Skadden Arps Slate, LLP

Dr. Myles Druckman, Vice President, Medical Assistance for International SOS, Americas region, reviewed some of the strategies that organizations are taking to deal with the complex and challenging issue of the threat of a pandemic that can cause workforce losses due to illness and absenteeism. Dr. Druckman focused on what organizations are planning today, practices that companies are doing today to protect their personnel and operations, how to manage the risks facing employees and customers.

To learn more about the risks associated with a pandemic, link to:

International SOS Pandemic Preparedness Website

www.internationalsos.com/members_home/pandemicpreparedness/

Centers for Disease Control and Prevention Website

www.cdc.gov/flu/avian/

World Health Organization Website

w3.who.org/en/Section10/Section1027.htm

Door Prize Winners:

Evette Hernandez-Leadbetter, CEBS—Bank of Tokyo-Mitsubishi UFJ

Christine Nickelson, CEBS—HR Dynamics, Inc.

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It's not too early to start planning your trip to the...

2007 ISCEBS Symposium!

This year's conference will be held in Seattle, WA from September 16-19, 2007.

- ◆ Hear speakers from the US and Canada discuss pertinent benefit topics.
- ◆ Network with fellow benefit professionals from the US and Canada.
- ◆ Congratulate those that have recently received their CEBS and/or their Fellowship status.

Summary: Wellness Programs

March 27, 2007 - Speaker: Brad Tamulski

As healthcare costs continue to skyrocket and the health of our nation deteriorates, many employers and consultants are left struggling to find ways to combat these problems. One of the newest and most influential solutions that is gaining popularity is employer sponsored wellness programs.

At the March 27th meeting, Brad Tamulski, the Director of Sales for the Principal Financial Group's National Accounts division, led a discussion regarding wellness programs and various issues that surround these programs. From discussing why they're actually necessary in the first place to measuring the return on investment of these programs, the meeting focused on a number of the questions that come up when evaluating wellness solutions.

Mr. Tamulski focused on defining what actually encompasses a wellness program and how to get employees engaged in these programs in the first place. Many employers are using incentives, both reward based as well as financial, to engage employees more and gain better participation in health improvement programs. The discussion also centered on what employers can and can not legally do when it comes to wellness programs, and examples of what other employers have done with their programs.

Nationally, as wellness programs are becoming more widely accepted and employers look to stem the rising health care costs, this wellness dialogue was perfectly timed to further that conversation. We look forward to future meetings focusing on more specific items with regards to wellness plans.

Door Prize Winners:

Evelyn Ruffini, CEBS—FOJP Service Corporation

James Rhatigan, CEBS, Donald J. Fager & Assoc., Inc.

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