

RESIG Rap

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Mary Cox—RESIG's Property & Liability Claims Adjuster, recently retired after more than ten years of dedicated service to RESIG and its member districts.

Deborah Fraser (Houlemard) has replaced Mary Cox, as the Property & Liability Claims Assistant II. Ms. Fraser worked as a District Office Secretary and Clerical Assistant for Piner-Olivet School District from November 1989 until May 2009, when she joined RESIG as a Clerical/Receptionist.

Ms. Fraser can be reached at dfraser@resig.org or (707) 836-0779 ext. 121.



Health and Dental Program Update

By: *Rose Burcina, Director of Employee Benefits*

HealthWorks

Kaiser Permanente and RESIG are excited to announce that the walking program registration has been extended through 1/31/10 or until a maximum of 1300 people register! We have over 825 participants as of last week.

We are extending registration to dependents 18yrs+ who are enrolled in the Kaiser Permanente/RESIG plans. Registration includes the pedometer, access to the online program along with fit tips, inspirational messages and tools. And, it includes a chance to win one of ten \$75 American Express gift cards when participants go online to track their steps at least once a week during the 8 week program.

Remember, partnership is essential to the success of the HealthWorks wellness program. There are still openings for Wellness Champions to help promote the program through distribution of emails, newsletters, media, and to engage employees and promote the program on the district and school site level as well. Please contact me if you would like to join our team of champions.


Thanks for promoting the 10,000 Steps Program. Now that registration has been extended, please keep up the momentum and spread the word!

Take a step in the right direction!

Retirement Celebration

We had a terrific retirement celebration for Myrna Dillon on November 10th. She had a great time and was truly surprised and touched by the recognition of her years as our Kaiser Permanente Account Manager and friend. Speaking of surprises, Debbie McKay's rendition of Roy Orbison's "Crying Over You" was incredible!

I recently visited Myrna and as you would expect, she looks great and is busier than ever.



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COBRA Subsidy Extension

Congress recently passed – and President Obama signed – the 2010 Department of Defense Appropriations Act extending the eligibility period for COBRA Subsidy through February 28, 2010 (previously December 31, 2009). The maximum subsidy period was extended by an additional 6 months (from 9 to 15 months).

Employees who were involuntarily terminated on or after September 1, 2008, and are not eligible for other health coverage (such as a spouse's health plan or Medicare), may be eligible for a 65 percent reduction of their COBRA premium for up to 15 months. Individuals in some situations have additional time to pay certain unpaid reduced premium related to the extension of the COBRA subsidy from 9 to 15 months.

If the terminated employee used his/her 9 month period of premium assistance, he/she can now continue to pay the reduced premium for up to 6 more months as long as they remain eligible for the program. Special rules may allow additional time to pay certain reduced premiums.

Districts will continue to file tax credits through SCOE to recoup the 65% subsidy. If RESIG administers COBRA for your district, we will continue to report the subsidy participants on a monthly report to you and we will provide information and notices to the participants, as required.

The Department of Labor's Employee Benefits Security Administration (www.dol.gov/COBRA) has posted updated information for the provisions extending the ARRA (American Recovery and Reinvestment Act) premium reduction in the Department of Defense Appropriations Act, 2010 (see below).

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The updated fact sheet is available at <http://www.dol.gov/ebsa/newsroom/fsCOBRApremiumreduction.html>

The FAQs for employees are available at <http://www.dol.gov/ebsa/faqs/faq-cobra-premiumreductionEE.html>

The job loss poster is available at <http://www.dol.gov/ebsa/pdf/joblossposter2.pdf>

The flyer for employees is available at <http://www.dol.gov/ebsa/pdf/cobrastimulusflyer2.pdf>

The flyer for employers is available at <http://www.dol.gov/ebsa/pdf/cobrastimulusflyer1.pdf>

The flyer for employees on the application for review is available at <http://www.dol.gov/ebsa/pdf/distributionflyer09.pdf>

We appreciate your continued support of RESIG's Benefits Department. If you have any questions about our programs or COBRA Subsidy, please call me at 707-836-0779 ext 124 or email rburcina@resig.org. Many thanks.



Charter Schools

By: *Cecilia Quiambao, Property & Liability Claims Mgr.*

Reminder: If your district has authorized a new charter school, an application **must** be



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at (707) 836-0779 ext. 106.



By: Cecilia Quiambao, Property & Liability Claims
Mgr.

It is time for members of RESIG's Property Program to review their property schedules to make certain Affiliated FM, our property insurance carrier, has an accurate listing of covered properties. The district's insurance summaries are updated annually in preparation for the next fiscal year's renewal quotes.

In December 2009, RESIG sent a memorandum to each member's Superintendent/Business Official. The memorandum included the member district's insurance summary, which listed buildings and fixed equipment. It is the member district's sole responsibility to report to RESIG any change in property values as soon as changes have been made, or to ask RESIG to revise any values that may be inadequate or overstated. Reportable changes to buildings include demolition/removal. Concession stands, dugouts, press boxes, and ticket booths that are owned by the district need to be included in the property schedule.

In addition to updating the property schedules, each member district is also responsible for providing RESIG with a listing of **ALL** district-owned commercial vehicles. Also, please note the value of any vehicle that is in excess of \$100,000.

Should you have any questions, please feel free to contact me at cquiambao@resig.org or (707) 836-0779 ext. 106.



2010 Changes in the World of Workers' Compensation

By: Melody Tucker, Workers' Comp. Claims Mgr.

It seems as though every time we flip the calendar to a new year we also have to learn new changes in the laws surrounding workers' compensation; 2010 is no exception.

Below you will find a quick summary of the changes for 2010.

- Temporary disability weekly rate: Minimum weekly rate increased to \$148.00 per week and the maximum weekly rate has increased to \$986.69 per week.
- Mileage reimbursement will decrease to 50 cents per mile for travel on or after January 1, 2010.
- Pre-designation of a personal treating physician was to end as of December 31, 2009. This has been extended with no expiration date. Employees may continue to pre-designate a personal treating physician.
- Labor Code Section 3600: Condition of compensation for employer liability. Injury or death of an employee shall be considered compensable if the employee was injured or killed due to the third party's discrimination, such as the employee's race, religious creed, color, national origin, age, gender, disability, sex, or sexual orientation.
- Medical treatment authorizations have also been clarified. If medical treatment has been authorized and the treatment has



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injured worker, have been updated and we
will be getting these new notices in our
system within the next 30 days.

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- Lastly, every case that the employee may qualify for Medicare medical benefits must be reported to Medicare on a quarterly basis. This will eliminate Medicare paying for medical treatment that should be the responsibility of the employer's workers' compensation carrier or administrator. This has also been extended to liability claims.

Coming soon...A Workers' Compensation Workshop. A workshop will be held in April 2010. Keep your eyes open for more information – A flyer will be distributed in March.

We certainly hope everyone has a wonderful 2010!

Happy New Year!

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Sexual Harassment Training

*By: Cecilia Quiambao, Property & Liability Claims
Mgr.*

This spring, RESIG is going to sponsor a Sexual Harassment Training for district supervisors. Assembly Bill 1825 requires employers to ensure that its workplace is free of sexual harassment by implementing certain requirements, including providing a two-hour sexual harassment training to its supervisors every two years.

Please watch for flyers announcing this training!



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