On-line Leave Updates

- 5 leave Reminders/Updates
  - Compensatory Time Postings
  - Pending Leave Reports
  - Forfeiture Reports
  - G2 Out and G2 Paid
  - Tropical Storm Flossie

Affordable Care Act (ACA) Employer Responsibility

- Video: The YouToons Get Ready for Obamacare: Health Insurance Changes Coming Your Way Under the Affordable Care Act
  - Shared with the permission of The Kaiser Family Foundation
- Disclaimer: This is a general information video on the ACA and contains information that is not specific to the State of Hawai’i.
Affordable Care Act (ACA) Employer Responsibility

- No update on implementation
- October 1, 2013 – The University must provide notice to current employees on how to access health care coverage through exchanges and eligibility for tax subsidies to buy insurance through exchanges
- From October 1, 2013, all new hires must be given notice
- Hawai‘i has a marketplace called the Hawai‘i Health Connector
  http://www.hawaiihealthconnector.com/

Island Savings Plan

- Transition to Prudential Retirement as new third party administrator, effective July 29
- Transition meetings continue till August 23
- Live webinars and taped viewing on Olelo TV
- Additional meetings may be scheduled for UH employees

Upcoming Workshops

- J-1 Visa:  August 12, HITS, 9 – 12 pm
- H1-B Visa:  August 13, HITS, 10 – 12 pm
- Form I-9:  August 13, HITS, 1:30 – 3:30 pm
- Pre-Retirement:  August 22, 8 – 12 pm, Rm TBD
- New Employee Orientation:  September 5, HITS, 1 – 3:30 pm
- Reasonable Accommodations - Interactive Process:  September 12, HITS, 1 – 3 pm
- Social Security/EUTF:  September 19, HITS, 1 – 3:30 pm
- Vacation Pay Deferral Program:  October 2, HITS, 10:30 am – 12:00 pm
Preparing for New Employment Laws

• Right to Time and Place to Express Breastmilk
  ▫ Act 249 – require employers to provide reasonable break time and location for breastfeeding employees to express milk
  ▫ Up to 1 year after child’s birth
  ▫ Post DLIR notice

Preparation for New Employment Law

• Defense of Marriage Act (DOMA)
  ▫ 06/26/13 - U.S. Supreme Court found the definition of marriage between a man and a women to be unconstitutional.
  ▫ Potential impact due to change in definition of spouse
    • Taxes – may file federal tax as married
    • Health Insurance and COBRA
    • FMLA
    • Retirement
  ▫ Awaiting guidance from IRS and State