

SPECIAL POINTS
OF INTEREST:

- BCBSNC Dental
- FMLA Update
- Medication Dedication
- Retirement Plan Change
- Theme Park Discounts
- Flowers at a Discount
- Making Work Pay Caution
- Summer Hours
- Comings & Goings
- National Safety Month

For details, go to the HR site:

<http://www.meredith.edu/humres/default.htm>

Click benefits
Click leave
Click FMLA link, Employee Rights and Responsibilities

BCBSNC DENTAL NEW NETWORK INFORMATION

You have the freedom to see any licensed dentist in North Carolina that you wish. However, BCBSNC recommends you select a dentist from the available list of dental providers network. When you receive covered services from a participating dental provider, you are not responsible for any charges over the allowed amount, which means you may save on your out-of-pocket expenses for dental services. These providers have been credentialed and approved by BCBSNC. Dental providers available through this search will file your dental claims on your behalf. Visit <http://www.bcbsnc.com/memberservices/public/dental/> to search for a dentist closest to you!

FAMILY MEDICAL LEAVE ACT UPDATE

New Additions to Family and Medical Leave Act :

The FMLA provides for up to 26 weeks of job-protected leave to employees who care for service members who incur a serious illness or injury in the line of duty. Eligibility requires that (1) the employee be the spouse, son, daughter, parent, or next of kin or a current (i.e. not retired) member of the Armed Forces, National Guard or Reserves; and (2) the service member is undergoing medical treatment for an injury or illness incurred in the line of duty that renders him or her medically unfit to perform military service. Medical certification will be required. The 12 month period for purposes of military caregiver leave commences on the first day the employee begins caregiver leave. This leave may be taken on an intermittent basis.

The FMLA also provides qualified exigency leave to employees who must address certain non-medical exigencies (circumstances requiring immediate attention) due to having a spouse, son, daughter, or parent under a call or order to active military duty. Note this type of leave does not apply to service members themselves, but rather only to the close family members of those service members. Moreover, because the service member must be under a "call" to order to military duty, it does not apply if the service member is a member of the regular Armed Forces. Eight exigency situations qualify: (1) short-notice deployment; (2) military ceremonies, events and similar activities related to the service member's call to duty or departure; (3) child-care and school activities; (4) financial and legal arrangements; (5) counseling from a chaplain, minister, military service organization, or other non-medical provider; (6) rest and recuperation while the service member is home for short-term leave; (7) post-deployment ceremonies and activities associated with the service member's return home; and (8) any other events or activities agreed to between the employee and the employer. Qualified exigency leave offers 12 weeks of job-protected leave.

Forms for requesting FMLA leave are available in the Office of Human Resources.

All medical information gathered as a result of the serious health condition is considered confidential. This information is not included in the employee's personnel file.

Please click on link to left for more details.

BENEFITS

Reminder:
Meredith's
contribution to
our retirement
plans
will change from
7.5% to 5% on
July 1, 2009.



MEDICATION DEDICATION PROGRAM- BCBSNC

Beginning July 1, 2009, members of the Meredith College BCBS plan will automatically be enrolled in the Medication Dedication program, which will waive copayments for generic drugs used to treat four conditions: congestive heart failure, high blood pressure, diabetes and high cholesterol. For more information about this program, visit www.bcbsnc.com and search the keywords "Medication Dedication."

Featured Community Perk: ANHEUSER-BUSCH ADVENTURE PARKS

We are pleased to announce our newest member of the Community Perks Program, Anheuser-Busch Adventure Parks. Meredith College Faculty, Staff and Students will now receive a 15% discount at the following amusements parks:

Busch Gardens (both locations)

Sea World (all three locations)

Aquatica

Adventure Island

Water Country USA

Sesame Place

Please note Discovery Cove is not included in this discount

To order your discount
tickets follow this link:

<http://commerce.4adventure.com/eStore/scripts/skins/PAW/Promotion.aspx>

ORDER FLOWERS WITH A DISCOUNT

Want to make someone's day by sending flowers?

You can now save money by visiting

<http://www.meredith.edu/humres/documents/secure/documents/flowerdiscount.pdf>

Meredith employees will save 20% on orders.

HR UPDATE

Visit <http://www.meredith.edu/humres/community-perks.htm> to view all Community Perks!

PAYROLL

"MAKING WORK PAY" STIMULUS CAUTION**As was shared by emp-all in May:**

During the month of March, the HR office updated our tax tables as required by the Making Work Pay stimulus package. This created a tax credit that was designed to help boost the economy by getting more money to consumers in their regular paychecks. The credit pays workers 6.2 percent of their earned income, up to a maximum of \$400 for individuals and \$800 for married couples who file jointly. Individuals making more than \$95,000 and couples making more than \$190,000 are ineligible. The new IRS tax tables, however, don't take into account several common categories of taxpayers, and could lead to tax payers receiving more in tax credits than the plan allows.

For example, a single worker with two jobs making \$20,000 a year at each job will get a \$400 boost in take-home pay at each of them, for a total of \$800. That worker, however, is eligible for a maximum credit of \$400, so the remaining \$400 will have to be paid back at tax time -- either through a smaller refund or a payment to the IRS.

The IRS recognized there could be a similar problem for married couples if both spouses work, so it adjusted the withholding tables. The fix, however, was imperfect. A married couple with a combined income of \$50,000 is eligible for an \$800 credit. However, if both spouses work and make more than \$13,000, the new withholding tables give them each a \$600 boost for a total of \$1,200. Also, a single college student with a part-time job making \$10,000 would get a \$400 boost in pay. However, if that student is claimed as a dependent on a parent's tax return, she/he doesn't qualify for the credit and would have to repay it when she/he files next year.

Some retirees may face similar issues. The Social Security Administration is sending out \$250 payments to more than 50 million retirees in May as part of the economic stimulus package. The payments will go to people who receive Social Security, Supplemental Security Income, railroad retirement benefits or veteran's disability benefits. The payments are meant to provide a boost for people who don't qualify for the tax credit. However, they will go to retirees even if they have earned income and receive the credit. Those retirees will have the \$250 payment deducted from their tax credit - but not until they file their tax returns next year, long after the money may have been spent.

Treasury Secretary, Timothy Geithner has stated that the Treasury and IRS understand the concerns and they are "exploring ways to mitigate that effect."

What can you do to avoid an unpleasant surprise when you file your taxes next year? Be aware of the situation and plan ahead. If you are married and both you and your spouse work, you might consider having taxes withheld at the higher rate for single filers to make sure you don't receive more than the plan will allow. If you have multiple jobs, you might consider having extra taxes withheld by one of your employers. You can make that request or change your withholding exemptions by filing a new Form W-4 with the HR office. The HR office can not give you advice on the appropriate number of exemptions or additional amounts to be withheld. You may want to talk with a tax preparer, or the IRS has a calculator on its web site to help taxpayers figure withholding: <http://www.irs.gov/individuals/article/0,,id96196,00.html>.

SUMMER HOURS-TIMECARD COMPLETION

When completing your timecard during the months of June and July, please be sure to mark the 4 hours you are off each Friday afternoon under OTHER HRS.





*"The only place success comes before
work is in the dictionary."
- Vince Lombardi*

Questions or comments?
Please feel free to contact us at ext. 8898,
via e-mail or visit us at 119 Park
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Susan Hyslip-Administrative Assistant: hyslipsu@meredith.edu



We welcome the following staff:

- *Chip Slade: Police Officer, Campus Police*

We bid farewell to the following staff:

- *Benjamin Williams: Security Officer, Campus Police*
- *Charisee Ford: Help Desk Analyst, Technology Services*
- *Crystal Burwell: Disability Counselor, Counseling Center*

JUNE- NATIONAL SAFETY MONTH

Make your home fall-proof by doing some or all of these precautions:

1. Keep a sturdy step stool near by when you need to reach for things in higher places.
2. Use adequate lighting throughout your home.
3. Keep floors free of clutter.
4. Use non-skid rugs (rugs with backing) on floors that are prone to wetness, like in a mudroom or a bathroom.
5. Install handrails on stairways.

Remember the following tips in the workplace:

1. Footwear should be sensible, wear rubber soles if possible.
2. If you spill something, clean it up immediately.