

HR Matters

We are in the business of People. Providing Guidance. Delivering Results.

January 2013

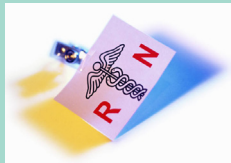


YOU HAVE THE FLU, NOW WHAT?

With the nationwide flu outbreak, NAH has enacted flu restrictions to protect the health of our patients, visitors and staff. Below are the guidelines for employees who are calling in sick as a result of catching the flu.

- Employees who develop a fever of 37.8°C or 100° F and/or respiratory flu symptoms (cough, difficulty breathing, sore throat, body-aches, extreme fatigue, headache, chills) will be instructed not to report to work, or if at work will need to go home. Employees must notify their supervisor and are encouraged to seek medical care immediately.
- Employees who develop a fever can return to work when symptoms have resolved without use of fever reducing medications and are symptom free for 24 hours. If symptoms such as cough and sneezing are present, employees must wear a surgical mask the entire time they are within the facility. Employees who develop acute respiratory symptoms without fever may still have an influenza infection and must follow these same rules.
- Employees who have a confirmed case of the flu are required to be away from work for a period of seven (7) days from time of symptom onset or until all non-cough symptoms have resolved, whichever is longer.
- All employees are required to follow proper call-off protocol. Any absence which occurs for an employee with influenza or influenza like symptoms will not be counted against them for attendance. Employees will be required to provide a physician note to their supervisor. Employees will be paid in accordance to the HR Paid Time Off and Short Term Disability policies (HR 7-1 and HR 7-2). Employees must use 32 hours of Paid Time Off or unpaid time if PTO is unavailable prior to accessing Short Term Disability (STD). STD may be accessed immediately with written physician confirmation of the influenza. As a reminder STD is paid at 85% of the employee's base salary.

Remember, hand hygiene is key in preventing the spread of and/or acquiring the flu virus. For FMC employees, if you have not been vaccinated due to an exemption you are required to wear a surgical mask the entire time you are within the hospital.



RECRUITING RN'S

The need for experienced RN's continues to be a challenge nationally and here at Northern Arizona Healthcare. There are 73,075 active RN's in the state of Arizona therefore, NAH has decided to focus on these nurses and sponsor a conference and career fair at the Black Canyon Conference Center in Phoenix on Tuesday, February 26th.

The goal of this event is to attract experienced nurses and provide information about what we have to offer while they attend either the morning or afternoon educational presentations on topics focusing on cardiology, emergency, surgery and research. Cynthia Beckett, Rich Henn, Catherine Riedel and Teresa Eisenzimmer are our presenters for this event. The attendees will earn CEU's and be entered into drawings for prizes. Various departments will be represented and on the spot interviews will be available. While attracting these in-demand nurses to our organization is primarily the responsibility of the Recruitment teams, all employees play an important role in recruitment! Thank you all for your help and support.



Northern Arizona Healthcare

A CAREGIVER'S PATH WRITING SERIES

Kerri Quinn, PhD. will be facilitating this writing series aimed at giving caregivers the opportunity to reflect, create and connect around common experiences in care-giving. In this workshop series we will share stories, support and solutions to care for yourself, your patients or a family member. Writing and sharing stories allows caregivers to establish a relationship with themselves; connecting them to their own sense of compassion, understanding and individuality along this journey. No writing experience needed; just come and enjoy! Each workshop will focus on a common quality of care giving. Please RSVP for one, several or all to lifepath@nahealth.com (indicate which topics you will attend).

Topic	Date	Time	Location
Dealing with Change	Tuesday, January 22 nd	4:15 - 5:30 p.m.	Gold Room
Strength	Tuesday, January 29 th	4:15 - 5:30 p.m.	Gold Room
Love	Tuesday, February 5 th	4:15 - 5:30 p.m.	Gold Room
Taking Care of You	Tuesday, February 12 th	4:15 - 5:30 p.m.	Gold Room

Any 2 Caregiver's Path workshops = 3 points in the "lifepath Activity" category. [lifepath](http://lifepath.com) will record them for you.

Coming to VVMC Next Month: VVMC's first 'A Caregiver's Path' series will be on Thursdays from 4:15 - 5:30 p.m. beginning February 21st. Topics will be Patience, Anger, Strength and Resentment. RSVP for one, several or all!



THE U.S. AVOIDED THE FISCAL CLIFF. WHAT DOES THIS MEAN FOR YOU?

On January 2nd, Congress passed a bill to sidestep income tax increases for more than 99% of households and pull the nation back from the now infamous fiscal cliff. This deal brought both good and bad news.

First the bad news. The largest economic impact of this bill for American families is the end of a 2% payroll tax cut which will shrink paychecks for U.S. workers immediately. According to the nonpartisan Tax Policy Center in Washington, stopping this tax cut will take over \$100 billion out of the economy in 2013 and is the main reason why almost 80% of us will face higher taxes this year.

The good news? The tax bite could have been worse. The last-minute cliff compromise permanently extends income tax cuts for 99% of U.S. households. It also extends expanded unemployment benefits and continues refundable tax credits for low-income families and college students.

Other details of the fiscal cliff deal are:

- Taxes will be raised for people who earn \$400,000 for individuals and \$450,000 for married couples. Those same households will also pay higher tax rates on their dividends and capital gains. The top rate will go to 23.8%, including taxes from the Patient Protection and Affordable Care Act. Limits on itemized deductions and personal exemptions will also return; starting at \$250,000 of income for individuals and \$300,000 for married couples.
- The estate tax rate will be topped at 40%. The per-person exemption will be more than \$5 million and indexed for inflation.
- The burden of higher taxes will fall hardest on the top 1% and particularly on the top 0.1% of taxpayers. People making more than \$2.7 million will pay an average of \$443,910 more in 2013. Households with income between \$500,000 and \$1 million will pay an average of \$14,812 more.

Reference: Employee Benefit Advisor



Questions, comments, suggestions on things you would like to see in *HR Matters*? Please contact Becky at HRCommunications@nahealth.com or at ext. 12108.