



The Payroll Tide

March, 2010

Volume 2, Issue 2

Once again the Obama administration has payroll professionals scrambling to meet new compliance requirements

- To Tweet or not to Tweet?
- Ready for Intergalactic travel?

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President's Corner by Melinee Cody mcody@pensoft.com

Spring is almost here. On March 14th, Daylight Savings time has forced us to turn our clocks up an hour. You have worked hard these past winter months, so take a breather before digging into the 1st quarter returns processing and go to bed early to makeup for that lost hour!

First of all, I would like to offer my Congratulations to Deanna Davenport, Vivian Ashworth and Marie Holder for obtaining the CPP or FPC designations in 2009. Due to hard work and dedication, they were able to successfully pass the exam.

I would like to thank Daryl Cheatham for his contributions of \$100.00 at our February meeting. Along with his contribution, the Hampton Roads APA chapter was able to donate \$200.00 to Haiti Benefit. The letter of thank you from the Virginia Caribbean-American Cultural Association Inc. is located on page 3. Also, a hearty congratulation goes to Sharon Bynum for being the winner of our Food donation raffle held at the February meeting.

I look forward to the month of April because our chapter is involved in several community service



projects. Earth Day observance is April 22nd. Organizations plan events in the month of April to promote awareness and appreciation for the Earth's environment. We will be having an Earth Day Newspaper Drive at our April meeting. Also in (cont. on page 2)

Obama Administration Strikes Again-COBRA Subsidy Extended

The government has extended the COBRA subsidy eligibility period to March 31st, 2010. This measure provides COBRA and subsidy eligibility for those employees who first lost health care coverage due to a reduction in

hours and then were involuntarily terminated after the date of the act's effective date. This now becomes a qualifying event and that reduction of hours, not the involuntary termination, becomes the start date of the COBRA

eligibility. Notices will have to be provided to eligible individuals within 60 days of the date of the involuntary termination with information regarding the extension and special COBRA (cont. pg 2)

President's message

the month of April, the chapter is participating in "March for Babies". See Joanne Carr's article on "HRAPA Community News" for more details.

You have worked very hard to keep your payroll department within Federal and State compliance. To help you stay up-to-date and informed on ever changing payroll issues, HRAPA provides many educational opportunities in a variety of formats to fit your needs. Our bi-monthly meetings, website, CPP study sessions and chapter newsletters are some of the resources we offer. The meetings are educational and fun and provide wonderful networking opportunities. Visit our web-

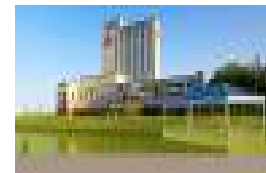
site, www.hrapa.com, for Job listings, meeting details, VSPC updates and more. HRAPA helps you learn and grow through our publication, "The Payroll Tide". We are proud to provide Government News, Professional Development, chapter news and more in the pages of "The Payroll Tide".

Join us at our **April 8th** meeting and find out what **George Mavrantzas** has to say on the topic of Pay Cards and how it can help your company "Go Green." During the second half of the meeting, **Oliver Davis** will shine some light on all the updates of

the Family and Medical Leave Act (FMLA). Don't forget to register for our meeting no later than April 2nd via www.hrapa.com.

Now is the time to travel where no other payroll department has traveled before. In a galaxy all its own, the Virginia State-wide Payroll Conference's "Payroll the Last Frontier" is set for October 14-15 in Portsmouth, VA. The 10th Annual VSPC is a great place to find out what is new in payroll trends, technology and ever changing regulations. Early registration will begin in the month of May. Visit the VSPC website, <http://vspsc-apa.com/> for more information.

**"Payroll, the
Final Frontier",
October 14th
& 15th, 2010
Portsmouth
Renaissance
Hotel**



Portsmouth
Renaissance Hotel

Govt., continued HIRE Act Poses Challenges

enrollment period. This change does not impact the length of the subsidy, which remains at 15 months.

Special Note:

Virginia recently passed a bill that allows any future extensions to ARRA to *automatically* be incorporated into Virginia law. For more information visit the DOL site The Hiring Incentives to Restore Employment Act passed by the Senate on Feb. 24th poses quite a challenge for employers as it proposes a limited Social Security tax "holiday" for the ER share of SS tax on the wages of employees previously unemployed new hires. It also offers a business tax credit to employers if the new hire has been unemployed for a least a year. The ramifications to employers and payroll software requirements is mind-boggling. Both the APA and the National Payroll Consortium have expressed their concerns to Congress and have proposed modifications. Stay tuned!



ADP is offering a general information web page on this topic
www.ADP.com/JobTaxCredit

HRAPA Community Service Events—Joanne Carr

You know that giving makes the world a better place... The HRAPA not only focuses on the education of it's members, which is critical in their professional growth, it also believes in giving back to the community in which it's members live, thus making our community a better place. In

February our chapter donated 5 boxes of food to the Foodbank of Southeastern Virginia. This is just one of the many community service projects planned for 2010. Sharon Byrum was the lucky winner of the food donation raffle.

At our next chapter meeting (April 8th) we will

be hosting a Earth Day Newspaper Drive. So start saving your newspapers now (no glossy inserts or magazines please). Boxes will be set up at the registration desk to collect donated newspapers for the Virginia Living Museum. Any overflow newspapers will be donated to the SPCA

Cont., page 4



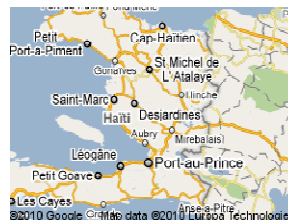
Sharon Byrum of VDOT, winner of raffle at Feb. meeting

Help for Haiti

At our last meeting, the chapter made a donation to help the relief efforts in Haiti. One of our members, Abby Mills, is a member of the Virginia Caribbean-American Association, Inc and she informed the chapter of the existence of this organization. The chapter

was able to give a \$100 dollars and as was mentioned earlier, our guest speaker for February made a matching donation. We have been informed by the VCACA that our funds will go directly to a family that was impacted by this devastating event. See the end of

this newsletter for the full copy of the 'Thank You' letter that we received.



**3 million people
in need of emergency aid after major earthquake**

Member Spotlight

I was born in Michigan but raised in Florida. After college in Georgia I joined the Navy to work in computers and was lucky enough to be stationed in Washington, D.C.; London, England and Honolulu, HI. My ex and I ended up here in Chesapeake 19 years ago and I loved the area so much I stayed after the divorce. I have 1 son, Robert, who is now 22 and joined the Army about 18 months ago. After a stint in Iraq he is now stationed in

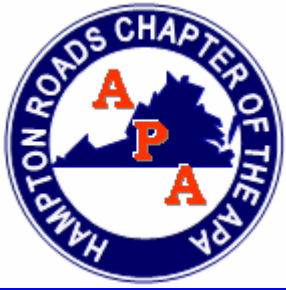
Hawaii himself. I can't wait to go visit him later this year. I have 2 miniature dachshunds: Taz and Buddha and 1 cat named Pumpkin.

I actually got into payroll by "accident" like so many of us do. I was working as a Customer Service rep for a family run concrete company when they needed to enlarge the HR department and since I had an accounting degree they asked if I'd be interested in doing the

payroll. Well, after a few minutes of thought on it, I of course said yes. I was lucky enough to do both HR and payroll so I got to see both sides and how they are connected. When the family sold the company I did a brief stint as the payroll administrator for another local company but after 6 months decided the job wasn't for me and I ended up here at L-3 Communications, Unidyne (cont. pg 5)



Michele Salak



We're on the web
www.hrapa.com

HRAPA March Babies:

- 4 Cynthia Johndrow April 14 Lisa Stevens
 11 Verlie Medford
 13 Melinee Cody
 16 Elizabeth Haynes
 21 Melanie Kelly
 25 Lisa Huerta



When you walk in March for Babies, you give hope to the more than half a million babies born too soon each year. The money you raise supports programs in your community that help moms have healthy, full-term pregnancies. And it funds research to find answers to the problems that threaten our babies. We've been walking since 1970 and have raised an incredible \$1.8 billion to benefit all babies.



Marching for Babies

Also in April is our first team March of Dimes – March for babies. We still need a leader to head up the April 25th march taking place on the Virginia Beach ocean front. Joanne Carr is heading up the April 25th march taking place at Christopher Newport University. If you are able to walk that day please join our HRAPA team at www.marchforbabies.org/team/HRAPA and click on the blue button “Join This Team”. If you are unable to walk, but would like to support our team please go to the same

web address and click on the purple button “Donate to this Team”. Further instructions are located on our chapter website. We hope to see you out there! Future projects include working at the Foodbank of Southeastern Virginia in June, collecting school supplies for Marshall Elementary School at our August 12th meeting, donating the school supplies in early September during National Payroll Week, and collecting coats for kids at the November 11th meeting. So do your

heart and your community a world of good and plan to be a part of HRAPA's community service events and together we can make our community a better place. For more details visit our chapter website at www.hrapa.com

April 25th at Christopher Newport University and the Virginia Beach Oceanfront

Michele Salak

I started out as the sole payroll person for 350 people and now 5 ½ years later am doing the payroll for 1,000 people and 3 companies within a single Division. My current title is Payroll Supervisor and I have one payroll clerk working with me. I have been a member of the Hampton Roads American Payroll Association since about 2002.

I have many interests including dabbling in my small garden, stamping, reading and spending time with my friends. I love to travel and try new things. I love

to play Mahjong on the computer.... I'm addicted to it actually.

In five years I see myself as the winner of a big lottery win. No, really, career wise I hope to be with this same company getting more involved in the management side. Personally I'd love to be able to travel back to London and get in a visit to Ireland. Hopefully in five years I'll be a grandmother... I'm really looking forward to that experience.

APA Congress

with or room with. I believe there are five from PenSoft, attending, including our own Melinee. Jean Sweeney, Sam Brigman, Dawn Flora, Verlie Medford, Joyce Thompson, Kitty Baker are attending and there are probably more. Be sure to sign up on a list with contact info so we can at least find one another at Congress!

Great photo ops and you might be a "virgin" again.

Chapter News

New FPC?CPP Study Group Being formed! Mark your calendars for June 19th through August 28th (no meeting on July 3rd). Joyce Thompson will have details at the April 8th meeting and it is on the HRAPA website.

You don't want to miss the April 8th meeting as we will be giving away a free registration for a future meeting and we'll have exciting news on a new

APA Congress

Have you registered to attend the 28th annual APA Congress? You can save \$100 off of your registration if you do so by March 31st. Since the Congress is in the D.C. area this year, our good friends at WMAC chapter are the Host Chapter for this wonderful event. Some of the other local chapters here in Virginia will be assisting WMAC in manning the hospitality booth.

Be sure to check at the April 8th meeting for who is attending that you might car pool

meeting location..

Stay tuned for some more exciting educational opportunities coming your way through your membership in HRAPA.

Haven't renewed yet for 2010? Visit www.hrpa.com to do so today!



Payroll and HIRE

Find out how the recently enacted HIRE Act will impact your payroll tax deposits and reporting. The HIRE Act provides for a social security tax "holiday" for wages paid after March 18 for certain employees hired after February 3. Learn how it will impact your tax deposits and quarterly Form 941 in the one-hour webinar "How Does the HIRE Act Impact Your Payroll Processing?" [Register NOW!](#)

Professional Corner with Cynthia Johndrow —“To Tweet or not

Thinking of finally dipping your toes into the world of social networking? Well, then you need to get acquainted with the “Big Three.” LinkedIn, Facebook and Twitter aren't the only social media sites, but they are far and away the most prominent at the moment. Here's a brief overview:

LinkedIn: Many newbie online networkers start with

LinkedIn. The world's largest professional networking site is designed for keeping in touch with business contacts not friends and family. Members create a personalized profile page (essentially an all-purpose resume) describing their employment history, educational background, skills, credentials and professional interests. Members also solicit recommendations from people they've worked with. These

testimonials are intended to give prospective employers and clients additional insights into their qualifications, work ethic and personality. Once you sign up, do a search for “American Payroll Association” and join the APA's LinkedIn group.

Facebook: Unlike the more buttoned-up LinkedIn, Facebook started primarily as a social networking site for telling friends what you're up to,



Don't forget to bring Your newspapers for Our April community Service Project!

sharing photos and playing games. Yet many people today use the site for career-building purposes. If you're on Facebook for both personal and professional reasons, be sure to familiarize yourself with the "Privacy Settings" page. Despite countless cautionary tales, users continue to damage their credibility by showing a lack of discretion. Guard against Facebook *faux pas* by creating a separate "work" list and limiting the content you make available to business contacts.

Twitter: Twitter lets you write short posts — called "tweets" — limited to 140 characters. The goal is to attract "followers" who read your updates. The other objective is to gain information by "following" others. Following noted accounting and payroll experts is a great way to keep up with current conversations in the field — and find others who share your professional interests. In addition, many organizations have Twitter feeds, which they use to share job openings, comment on industry news, make announcements or post links to relevant articles. For instance, feeds from the APA ([Twitter.com/PayNews](https://twitter.com/PayNews)) and Accountemps ([Twitter.com/Accountemps](https://twitter.com/Accountemps)) both offer valuable career-related insights.

Finally, be mindful that social media should supplement — not replace — traditional networking approaches. While you may use Facebook, LinkedIn or Twitter to find new contacts or renew ties with former colleagues and classmates, having occasional face-to-face interaction or a telephone conversation with these people remains critical to solidifying the connections.

Submitted by Accountemps

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Consider serving in one of these vacant Board positions. Contact any one of the people above to volunteer.



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February 11, 2010

Hampton Roads American Payroll Assoc:

On behalf of the Board of Directors of Virginia Caribbean-American Cultural Association Inc. and personally, I would like to thank you for your support and generosity of your \$200 donation towards the Haitian Relief Fund.

As you have heard and seen on the news, any assistance is urgently needed to bring immediate emergency relief to those affected. Your gift will directly help Mr. Monode Isaac's family, a local Hampton Roads resident, who has lost his aunt and baby cousin in the devastating earthquake that struck near Port-au-Prince, Haiti.

Mr Isaac's daughter, Marjorie, who along with her husband and 2 year old son survived the earthquake, is now living in a makeshift tent, patched together out of spare linens and plastic sheets.

Just think for a moment, that your donation will provide immediate help to Marjorie and her family. Specifically, your donation will do the following:

- \$25 will provide clean drinking water to this family for 166 days.
- \$63 will give this family of three, shelter under their own tent.
- \$112 will feed this family 3 meals a day for 4 days.

This relief fund will continue to support a multi-year response to provide both immediate relief, and long-term rehabilitation in the aftermath of the earthquake to Mr Isaac's family and others.

Once again thank you for your kind and generous donation.

Blessings,

Michael C. Forde
 Michael C. Forde
 President, VCACA Inc.

Together We Achieve