WBMA’s Staff Wishes our Members a Safe and Happy Independence Day!

WBMA’s Annual Convention Moves to November 2014
WBMA will be holding its Annual Convention this November 5th-7th at the Red Lion Hotel - Jantzen Beach in Portland, OR. The exhibits will be on Thursday, November 6th. We look forward to seeing everyone this fall for a great opportunity for timely industry information and networking with fellow dealers and suppliers. More details will be available soon. Be sure to save the dates!

Renew Your WBMA Membership Today
WBMA membership invoices have been mailed. We appreciate your continued support of the association’s activities and encourage you to take advantage of all we offer our membership. Thank you to the many members who have already renewed!

Tools For Growth Luncheon
A Q&A Luncheon/Roundtable Discussion
Provided By BlueTarp Financial
Wednesday JULY 9th 11:00-1:00
WBMA’s Kincaid Learning Center
909 Lakeridge Dr. SW - Olympia, WA 98502

Please come and discuss what tools your business has employed or has considered using to grow sales. Please RSVP to Tom Rider at trider@bluetarp.com or by calling 206-504-4515.

Upcoming Events

July 9, 2014
Tools For Growth Luncheon
WBMA’s Kincaid Learning Center
Olympia, WA

July 30-31, 2014
WBMA Mid Year Board Meetings
Skamania Lodge

October 28-30, 2014
NLBMDA Industry Summit
Hard Rock Hotel
San Diego, CA

November 5-7, 2014
WBMA’s Annual Convention
Jantzen Beach
Portland, OR

This newsletter sponsored by BlueTarp Financial, Inc.
Tom Rider
10230 NE 140th Pl
Kirkland, WA 98034
Phone: 206-504-4515
Are You In Compliance With HIPAA?

Another acronym, another set of rules to comply with. You’ve probably heard of it, but doesn’t HIPAA only affect people in the medical field? I’m sure you can already guess the answer to that is, nope!

HIPAA, or the Health Insurance Portability and Accountability Act of 1996 protects, through the Privacy Rule, any Protected Health Information or PHI. PHI can be a lot of different things that you probably have in a file for some, or all of your employees.

“Health Information” means (among many other things in a long arduous list) any information, whether oral or recorded in any form or medium, that—

(A) is created or received by an, employer; and

(B) relates to the past, present, or future physical or mental health or condition of any individual, the provision of health care to an individual, or the past, present, or future payment for the provision of health care to an individual.

Individually identifiable health information is information that is a subset of health information, including demographic information collected from an individual, and:

(1) Is created or received by an employer; and

(2) Relates to the past, present, or future physical or mental health or condition of an individual; the provision of health care to an individual; or the past, present, or future payment for the provision of health care to an individual; and

(i) That identifies the individual; or

(ii) With respect to which there is a reasonable basis to believe the information can be used to identify the individual.

What this really ends up meaning for most employers in the non-medical related fields is that if/when you end up with medical information about your employees, you need to keep it secure. If the information is on computers you need to have administrative measures that keep the information from getting out into the public. This can mean encrypting any email that gets sent outside of your organization that contains PHI, and certainly it means that you should have your computers password protected and be sure that you are training people to log off of their computers when they go away from their desk if they have access to PHI.

Well, that sounds all well and good, but what PHI might you possibly have in your possession? Dr. notes for employees, FMLA paperwork, records of reasonable accommodations you’ve needed to make for an employee (for medical reasons). All of these items should be kept apart from the normal personnel file and should be under double lock. Double locking is as easy as having a password on your computer that’s otherwise housed in an office or building that’s locked after hours, or a locking file cabinet that’s in an office that also locks. The regulations around HIPAA and the Privacy Rule also stipulate that PHI can only be reviewed when relevant and necessary and then only by the person that it’s relevant to, so just because someone is a manager or someone is in HR and has access to PHI, that doesn’t mean it’s ok for them to peruse privacy files just for the heck of it!

Sometimes you’ll end up with PHI that is specifically not held to these strict standards though. If someone is injured on the job and you have to put that information on your OSHA Log (and post it where anyone could happen by and see *gasp* medical information) you’re covered. The HIPAA privacy rule does not require employers to remove names of injured employees from the OSHA 300 log. This is due to the exception under HIPAA for records that are required by law. Similarly, you’re allowed to share information between the employer, workers’ compensations insurance carries and physicians participating in the care of a worker’s comp claim. You aren’t required to have the employee sign a release for the movement of that information.

Just another thing to make sure you’re handling properly if you’re a business owner. For a free sample policy on employee medical information privacy feel free to send me an email asking for it.
Forest Stewardship Council Launches New Online FSC-Certified Wood Education Program

FSC US is pleased to announce the launch of a new continuing education unit (CEU) for design and building professionals.

The CEU is an online, on-demand platform that describes the essentials about sourcing FSC-certified wood for your green building project.

If you are an architect, designer, contractor, or just interested in learning about sourcing FSC-certified materials for your project, this CEU is for you. Sections of the CEU focus on finding FSC-certified materials, and documenting your use of FSC materials in LEED and other green building systems.

The CEU is an AIA and GBCI approved Continuing Education course provided by GreenCE, Inc.

Explain why Forest Stewardship Council (FSC)-certified wood is key to green building, and why building professionals play an important role in promoting good forest management and conservation in North America and beyond

- Describe the fundamentals of a leadership forest certification system with benefits for LEED certification
- Discuss the new rules for how FSC-certified wood works in the LEED green building rating system, clarify the differences between LEED 2009 standards and LEED v4 as it relates to FSC, and understand how FSC is credited in other leadership green building programs in North America
- Identify the tools, strategies and resources that green building professionals can use to encourage market transformation to sustainability of the forest products industry
- The CEU is available on GreenCE’s website here, free of charge. The course will be available in a Lunch & Learn and webinar formats in the fall of 2014.

If you have questions about the CEU, are interested in becoming involved in the development of future courses, or have inquiries about Lunch & Learn classes and/or sponsorship opportunities, please contact Amelia Harris a.harris@us.fsc.org.

IRS Prohibits Premium Reimbursement

Organizations using employer payment plans to reimburse employees on a pre-tax basis for premiums they pay for individual health insurance must stop, according to Paul Hamburger, an attorney with Proskauer Rose in Washington, D.C.

An Internal Revenue Service (IRS) Q&A posted May 13, 2014 clarifies that employer payment plans “cannot be integrated with individual policies to satisfy the market reforms.” And it concludes that “such an arrangement fails to satisfy the market reforms and may be subject to a $100/day excise tax per applicable employee (which is $36,500 per year, per employee) under Section 4980D of the Internal Revenue Code.”

IRS Q&A: Employer Health Care Arrangements (May 2014)
http://www.irs.gov/uac/Newsroom/Employer-Health-Care-Arrangements

EPA’s Lead Safe Logo Program Begins

Contractors that have been certified under the Lead Renovation, Repair, and Painting (LRRP) rule are being encouraged to use a new logo that highlights them as an “EPA Lead-Safe Certified Firm”. The Environmental Protection Agency (EPA) campaign includes ads that encourage parents and those that care for children to “Protect Your Family. Look for the Logo.” The promotions also link to a database of local LRRP certified firms for homeowners to explore. Almost half a million individuals are certified to conduct lead-safe work, along with over 135,000 renovation firms. Those wanting to embed a consumer facing widget on their website can find the needed html coding here. This widget allows homeowners to enter a zip code and find lead safe certified contractors in the local area.
Supreme Court Invalidates NLRB Recess Appointments

In a unanimous opinion, the U.S. Supreme Court on June 26 ruled that President Obama’s three National Labor Relations Board (NLRB) recess appointments made in January 2012 during a pro-forma session of the U.S. Senate were unconstitutional. The Supreme Court’s decision in NLRB v. Noel Canning invalidates the NLRB cases decided during the time the three appointees were on the board (January 2012 through July 2013) because the board lacked a quorum (at least three out of the total five must be sitting) to make decisions. As a result, the NLRB will now have to re-decide more than 300 cases that it issued last year.

Estate Tax Repeal Bill Gains Majority Support in House

A bill, the Death Tax Repeal Act (H.R. 429), introduced by Rep. Kevin Brady (R-TX) to repeal the estate tax now has a majority of the House of Representatives in support of it with 222 cosponsors. A majority of the current members of the House (236) have not had the opportunity to vote on full repeal of the estate tax, and groups in favor of full repeal are asking Republican Leadership to schedule a floor vote. If the bill does pass in the House, it is unlikely to be considered in the Senate where Democrats are in the majority.

EPA’s Lead Safe Logo Program Begins

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The ProDealer Industry Summit

October 28-30, 2014 - San Diego, CA

The ProDealer Industry Summit is an exclusive 3 day educational and networking forum designed to promote the growth of Lumber & Building Product dealers, distributors, wholesalers, and the manufacturers who supply them. LBM dealers will benefit from sharing insights and best practices from leaders in the industry, in a relaxed 3 day format that encourages networking and personal interaction.

The ProDealer Industry Summit is presented by the NLBMDA (National Lumber & Building Material Dealers Association) and by Home Channel News.