

Having trouble viewing this email? [Click here](#)



Benefits Buzz

March 2011

Hello,

The "Benefits Buzz" for March 2011 is here! The benefits buzz brings to you monthly news on including legislative updates and seasonal topics.

In this issue:

- Did you know? -
Reversal of IRS position on breast pumps and lactation supplies
- Will Congress Repeal Health Care Reform?
- Sharp Rise in Audits for Illegal Alien Hiring Practices

To read the full "Benefits Buzz" Click here: [Benefits Buzz - March 2011](#)

About Suhr Risk Services

Suhr Risk Services has been a presence in the Bay Area for over a century and has expertise in Property & Casualty, Workers' Compensation, Employee Benefits, Life & Estate and Personal Insurance. The primary niches for Suhr Risk Services include: Non-Profits, Specialty Construction, Grocers/Food Processing, Wholesale Suppliers, Equipment Rental Firms and Workers' Compensation.

We are trusted advisors to both local and national clients, as well as numerous trade associations, and advocates for policyholder rights before California insurance regulators. Suhr Risk Services has been featured in the Insurance Journal's Top Property and Casualty Agencies in the United States and has twice been voted one of the Bay Area's best places to work. Suhr Risk Services has been recently named a Best Practices agency by the Independent Insurance Agents and Brokers of America.

For more information please contact:

Greg Dobson, Senior Vice President
Employee Benefits Division
Suhr Risk Services
5300 Stevens Creek Boulevard, Third Floor
San Jose, California 95129
Toll-free: 800-788-1170
Direct: 408-510-5454
Email: greg.dobson@insuhr.com
Web address: www.insuhr.com

[Forward email](#)



Try it FREE today.

This email was sent to meg.sneddon@insuhr.com by greg.dobson@insuhr.com | [Update Profile/Email Address](#) | Instant removal with [SafeUnsubscribe™](#) | [Privacy Policy](#).

Suhr Risk Services | 5300 Stevens Creek Boulevard | Third Floor | San Jose | CA | 95129

Benefits Buzz

Benefits and HR tips brought to you by the insurance professionals at Suhr Risk Services of California Insurance Brokers.

DID YOU KNOW?

On Feb. 10, 2011, the IRS announced that breast pumps and lactation supplies will now be eligible medical expenses for reimbursement from HSAs, FSAs and HRAs. They will not need a prescription or note from a doctor in order to qualify as reimbursable.

This is a reversal from the IRS's previous position regarding breast pumps and medical spending accounts.



Will Congress Repeal Health Care Reform?

Controversy has surrounded the health care reform legislation since it was signed into law on March 23, 2010. This debate entered Congress once again when Republicans took control of the House of Representatives in November 2010.

As promised, House Republicans attempted to repeal the law. Thus far, these efforts have not been successful, due to a Democrat-controlled Senate and the promise of a veto by President Obama.

However, because full repeal of the law would be difficult, Republicans have indicated that they will try to replace or repeal parts of the law instead. Provisions that may be revised or repealed include:

- The requirement for businesses to report payments in excess of \$600 on a Form 1099. (This is already being discussed, as the U.S. Senate recently approved a bill to repeal this measure and the House has similar bills proposed.)
- The provisions in which employers can face penalties for not providing health coverage to employees

- The individual responsibility requirement, which imposes penalties on individuals who do not obtain coverage
- The Cadillac Plan tax on high-cost, employer-sponsored health plans
- The tax on manufacturers of medical devices
- Cuts to Medicare

At this point, it is uncertain what will happen with the health care reform law. Though there may be changes, it may also remain intact. Therefore, employers should make sure they are implementing the requirements as they become effective, until more is known about potential changes.

Suhr Risk Services of California Insurance Brokers will continue to update you if there are more developments related to health care reform

Sharp Rise in Audits for Illegal Alien Hiring Practices

Among the many employment laws that companies must follow is the Immigration Reform and Control Act (IRCA), which prohibits employers from hiring illegal aliens and imposes strict penalties on those who do. One of the primary responsibilities associated with this law is verifying employee citizenship status through the filing of the I-9 Form.

The federal government can audit any company and require it to provide I-9 documents for examination. Failure to do so or a finding of noncompliance with the law can result in penalties ranging from \$110 to several thousand dollars. Recently, U.S. Immigration and Customs Enforcement has greatly increased the number of these audits across the country, as many lawmakers push for tougher immigration enforcement.

It is important that you understand the rules of this law, maintain all necessary forms and conduct internal audits to make sure you are prepared in case of an audit. For more information, visit www.uscis.gov.