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What Happens to Your Business When An Employee Goes Out on Disability or Pregnancy Leave?

Planning for every contingency is a sign of good business management. But with everything you have to think about, it's almost inevitable that there are some things that will fall through the cracks.



In our experience at Baybenefits, one of those critical issues is how your business would manage if one of your employees has to be out on disability or pregnancy leave. Ask yourself:

- Do we have all the bases covered?
- What does our Employee Handbook say? Do we *have* an Employee Handbook?
- What's our plan for supporting the employee and how do we keep the business going without key personnel?
- Do we have someone who knows that individual's job and can easily step in to keep the business functioning?
- How long do you continue to pay the individual?
- When do you bring in a replacement -- and how do you continue to pay both your employee and his or her replacement?

Baybenefits has the experience and knowledge to assist you with this common dilemma. Learn more by contacting your Group Benefits Consultant, or John Ryan at 415-273-2211 or john@baybenefits.com.

BAYBENEFITS
Can Do All This
for Your Business

Medical

Dental

Vision

Life

Long-Term Disability

Cobra

401K

529 College Savings

Summer a Perfect Time for Benefits Audit

For many businesses, summer brings some relief from deadlines and work load, which makes it the perfect time to consider an audit of your

Employee Assistance Program

HR Advisory Services

Pet Insurance

Long-Term Care

Claims Support & Advocacy

Tax Credits

Key Executive Life

Property & Casualty

Workers Compensation

Directors & Officers Liability

E&O Professional Liability

Fleet Auto Liability

Employee Benefits and HR program.

It's also a good time to remember why benefits are so important to employers and employees. A good benefits program, properly communicated, can help you:

- Attract and retain capable talent.
- Keep your talent productive and working.
- Keep up with the competition. For example, in the technology space, the market for engineers is fiercely competitive.
- Foster morale.
- Enjoy significant tax savings.

Types of Employee Benefits

There are two types of employee benefits:

- Those the employer must provide by law; and
- Those the employer offers to protect and compensate employees and their families.

Examples of required benefits include Social Security, state disability and workers' compensation, while necessary benefits include health insurance and retirement. Both required and necessary benefits have legal and tax implications for the employer.

Employee Benefits Legal Compliance

While employers largely have discretion to choose what benefits to offer their employees, and how, employee benefits are also highly regulated by law. Employers should keep the following ideas in mind:

- Which benefits must be provided by law to employees, and which are voluntary.
- Who is a covered employer, and who is a covered employee, for each benefit. This determination may often depend on whether a worker may be properly classified as an independent contractor, an employee or a part-time employee.
- A number of employer-provided benefits, while optional, are regulated by federal, state and/or local law when they are offered. For example, health coverage and retirement plans, while optional, are both governed by the federal Employee Retirement Income Security Act (ERISA). Health insurance is further subject to a variety of other federal laws, including the Patient Protection and Affordable Care Act, and state laws that add to or expand federal law.
- Finally, it will be helpful for employers to learn the tax advantages of various employer-provided benefits, such as cafeteria plans, 401(k) plans or Health Savings Accounts.

A Baybenefits Group Benefits Consultant can help you assess the full range of benefits you offer, and others that may be appropriate for your business. For a complimentary Employee Benefits audit, contact Julia Arant at 415-273-2214 or julia@baybenefits.com; Tony Hart at 415-273-2215 or tony@baybenefits.com; or John Ryan at 415-273-2211 or john@baybenefits.com.

Do Your Employees Have Pets? Would They Enjoy Discounted Pet Insurance?

Though it may appear frivolous, with the soaring

cost of veterinary care, and fancy new treatments now available, more and more pet owners are turning to insurance to cover their pet's care.



One of the changes that's driving up the cost of care is the advanced state of veterinary science, as well as economics of running a veterinary practice. Treatments once reserved for humans, from radiation therapy to kidney transplants, are now available for pets. That means once-fatal conditions are now treatable at costs ranging from \$1,000 to more than \$5,000.

Vets now have access to sophisticated and costly diagnostic tools, such as MRIs, that often detect problems that once would have gone unnoticed, and untreated.

According to Liz Pulliam Weston, writing in MSN Money, of the estimated \$45.4 billion Americans spent on their pets in 2009, \$12.2 billion - 27% of the total cost - was devoted to veterinary care.

If you're interested in Baybenefits' new Pet Insurance program, contact your Group Benefits Consultant at 415-273-2200.

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