

## JDI PROSPECTIVE

June 2008

Preparing You for the Road Ahead.



"When I've gathered enough information to make a decision I don't take a poll, I just make a decision."

— Ronald Reagan,  
40th  
President of  
the United  
States

### EMPLOYERS CONTROLLING HEALTH COSTS

Employers are experiencing success in lowering health care costs by utilizing High Deductible Health Plans (HDHPs), Health Reimbursement Arrangements (HRAs), and Health Savings Plans (HSAs).

Jeff Shovlin, VP of corporate benefits for Las Vegas based Harrah's Entertainment, explained that his companies HRAs and on-site clinics are working well. Five on-site clinics have helped reduce the company's medical claims, while enhancing employee relations.

Ken Baker, director of HR at Applied Extrusion Technologies, stated that introducing an H.S.A at his firm has had positive results. The company uses employee meetings to communicate about health and wellness, have established telephone help lines, and provides letters to employees for their doctors to explain the non-traditional insurance to doctor's offices.

Jill Kopanis, HR Director at Dynamic Dies, stated that almost \$1 million has been

saved by analyzing employees' explanations of benefits (EOBs), revealing coding errors and other findings, and educating employees on using their benefits wisely.



Sandra Morris, Senior Manager for US health benefits design at Proctor & Gamble shares that "The key message (to employees) is that maintaining your health is not just the company's responsibility, it's yours, and your family's responsibility to stay or get healthy."

(SHRM, Stephen Miller, 9/07)

For more information on HDHPs and H.S.As, visit [www.jordandynamics.com](http://www.jordandynamics.com), or request a brochure.

### THREE WAYS FOR MANAGERS TO THOUGHTFULLY HANDLE DISAGREEMENT

How to express disagreement without alienating coworkers? Simple wording and phrasing can improve your results.

1. Instead of saying, "Do it this way", try saying, "You might want to consider this," or "Have you considered looking at this in another way?"
2. Eliminate the words "should" and "shouldn't". Try saying, "How does
3. this sound to you?", "What about this?" or "Have you thought about that?"
3. Seek to understand, then be understood. Really listen before you react. Ask, "Am I hearing you correctly?" or "Just to clarify, you are saying..." This can be difficult, but can help communication! (Steve Wyrstek MBA, BA)



**Purify your indoor air with houseplants and more...**

**Change your air filter.** Replace your standard filter with one that is pleated and electrostatic, with a minimum efficiency reporting value rating of 10 or higher, suggests Robert Moffitt, communications director for the American Lung Association Health House program.

**Ventilate.** If you have ventilation fans in the bathroom and kitchen, use them. High levels of humidity breed mold and mildew, and can trigger allergies, asthma attacks, and, in rare cases, lung infection or poisoning.

**Pick cleaning products with care.** A wide range of ingredients in air fresheners and cleaning agents are known causes of health problems, including cancer and respiratory ailments, says Samuel Epstein, MD, chairman of the Cancer Prevention Coalition. So go with nontoxic products (or make your own cleansers) whenever possible.

**Purify with plants.** Houseplants can remove common chemicals from the air, such as formaldehyde, benzene, and carbon monoxide. Some plants actually thrive on them! Peace lilies, bamboo, palms, English ivy, mums, and gerbera daisies are among the top air-purifying types. (Susan Fecko, 1/07, Delicious Living)

**HURRICANE SEASON STARTS JUNE 1ST..BE PREPARED WITH SOME ESSENTIALS FOOD SUPPLIES...**

- Non-perishable foods now to last two weeks.
  - Water: 2 quarts to 1 gallon per person per day (get a week's supply); have extra for mixing powdered drinks
  - Ice or dry ice
  - Shelf-stable juice and milk boxes
  - Canned and powdered milk
  - Beverages (powdered or canned, fruit juices, instant coffee, tea)
  - Canned vegetables and fruits, Dried fruits
  - Prepared foods (canned soups, pasta, canned tuna, ham, packaged pudding)
  - Snacks (crackers, cookies, hard candy, unsalted nuts)
  - Snack spreads (peanut butter, cheese spreads, jelly)
  - Cereals
  - Sugar, salt, pepper
  - Bread
  - Dry and canned pet food
- (Palm Beach Post, 5/29/05)

**FLORIDA 'GUNS AT WORK' LAW SET TO TAKE EFFECT JULY 1, 2008**

The new law in Florida that prevents employers from prohibiting employees licensed to carry concealed weapons from keeping firearms in their locked vehicles at work is set to take effect July 1, 2008.

The Florida Chamber of Commerce and the Florida Retail Federation filed suit April 21 in federal court challenging the constitutionality of the measure. Under the new law, employers are barred from:

- Prohibiting employees from possessing legally owned firearms that are locked inside or locked to a private motor vehicle in a parking lot when the employee is lawfully in the area.
- Inquiring about the presence of a firearm in the employee vehicle.
- Searching a private motor vehicle in a parking lot to determine whether it contains a firearm.
- Taking any action against an employee based on any verbal or written statement regarding the possession of a firearm in a private vehicle for lawful purposes.
- Conditioning employment on the fact that an employee or prospective employee holds or does not hold a concealed-weapons permit.
- Conditioning employment on an agreement by the employee or prospective employee that forbids the employee from keeping a legal firearm locked in his or her vehicle when the firearm is kept for lawful purposes.
- Prohibiting or attempting to prevent any employee from entering the parking lot of the employer's place of business because the employee or invitee's vehicle contains a legal firearm that is out of sight and is being carried for lawful purposes.
- Terminating or otherwise discriminating against an employee for exercising the right to keep and bear arms or for exercising the right to self-defense as long as the firearm is not exhibited on company property for any reason other than lawful defensive purposes.

The law does not apply to motor vehicles owned, leased or rented by the employer and does not apply to schools, correctional institutions, nuclear-powered electricity generation facilities or properties where the primary business conducted involves combustible or explosive materials. *Joanne Deschenaux, J.D., SHRM's senior legal editor.*

# JUNE 2008

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

HAPPY FATHER'S DAY, DAD!



The first presidential proclamation honoring fathers was issued in 1966 when President Lyndon Johnson designated the third Sunday in June as Father's Day. Father's Day has been celebrated annually since 1972 when President Richard Nixon signed the public law that made it permanent.

## SUPER HEALTHY VEGGIES & SEASONINGS

Not all veggies are created equal. There are 5 that have super high anti-oxidant levels. Eating these 5 in particular will up your defenses against everything from wrinkles to heart disease.

1. Artichoke
2. Radishes
3. Broccoli
4. Red Chicory
5. Leeks

Of the 27 vegetables studied, the artichoke, rich in fiber and folate, is the leader.

All of these 8 seasonings have disease-fighting powers, and can boost the healthfulness and flavor factor of any salad or soup.

1. Sage
2. Rosemary
3. Marjoram
4. Thyme
5. Tarragon
6. Cumin
7. Ginger
8. Garlic

(www.realage.com)



Artichokes are the leader when it comes to fiber, folates, and antioxidants.



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