

*Information for Human Resources and Business Risk Professionals in the Colorado State Personnel System****In this issue...***

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NEW FMLA LEAVE ENTITLEMENTS

In January 2008, President George W. Bush signed into law two new leave entitlements under the Family Medical Leave Act (FMLA). [Read or Download Entire Article](#)

IRS AND STATES TO SHARE EMPLOYMENT TAX EXAMINATION RESULTS

In May 2007, two Congressional House subcommittees held hearings to discuss employee vs. independent contractor issues. US General Accounting Office (GAO) statistics indicate that the percentage of workers classified as independent contractors is on the rise and has reported a \$4.7 billion dollar reduction in tax revenues. [Read or Download Entire Article](#)

CPPS FISCAL YEAR-END PROCESSING SCHEDULE FOR JULY 2008

The events listed explain the process for System Maintenance Studies, Achievement Pay, Range Structure Adjustments, Individual Class Adjustments, and Payroll processes for June/July 2008. [Read or Download Entire Article](#)

RESOURCES TO SHARE WITH STATE EMPLOYEES WHO SUPPORT AGING PARENTS

Joseph Kuntz, LCSW, CSEAP

As people live longer, aging is a concept most of us will need to deal with in ever more complex ways. For example, often our parents or close relatives become disabled and are in need of services in order to remain in their home. It is also possible that aging parents or relatives may need more support than can be sustained in their own home and are in need of an assisted living or skilled nursing home.

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JULY 1 TOTAL COMPENSATION REMINDERS FOR HR ADMINISTRATORS

Please see the [May 2008 Advisor](#) for a detailed explanation of the annual compensation adjustments; and the [April 2008 HealthLine](#) for premium and benefits plan changes effective July 1, 2008. In addition, the following other changes are effective on July 1 that the HR community should recognize.

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General Announcements***CHILD CARE DISCOUNTS FOR STATE EMPLOYEES***

In need summer daycare? Childcare tuition discounts are available for all state employees through a number of childcare providers. Kindercare Learning Centers, ABC Child Development Centers, Kiddie Academy Child Care Learning Centers, Kid's Place, Little People's Landing, and Sittercity.com offer tuition and childcare discounts. These discounts are available to all state employees in all branches of state government. To obtain childcare discount rates and information, contact the chosen provider and let

them know you are a State of Colorado employee and learned about this discount through work. The providers will explain the details so you may make the best decision for your family.

Employees are also reminded that arrangements made are the sole responsibility of the individual family. The State assumes no obligation for these arrangements and does not endorse any of the organizations or their programs. For information on all Work-Life employee discounts and resources go to the Department of Personnel & Administration, Division of Human Resources Work-Life Web site at colorado.gov/dpa/dhr/WL/worklife.htm or contact Karen Nazarro at Karen.Nazarro@state.co.us.