



The Idea Exchange

EBX Newsletter

March 2011

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The President's Corner

Thank you for reading our newsletter! This month's issue features new and exciting articles that could help improve your business and give you more insight into your insurance needs.

Regards,

Phil Bobadilla, President

We go beyond your expectations!

Do You Need EPLI Insurance (Employment Practices Liability Insurance)

With so many cases of sexual harassment and discrimination in the news, it's not surprising that more companies have purchased employment practices liability insurance (EPLI). EPLI protects employers from damages resulting from workplace-liability claims.

EPLI was first introduced in 1988 and for several years there was little interest in the new insurance. The Civil Rights Act amendments of 1991, however, has led to a huge increase in discrimination claims and thus also an explosion of interest in EPLI.

In the past few years, employers have become increasingly aware that they are legally responsible for their **employees'** actions. Between 1990 and 1998, for example, the number of employment discrimination claims filed in federal court nearly tripled from 8,413 to 23,735. This, combined with the growing number of employment-related liability lawsuits, has driven the increased demand for EPLI, which is now offered by dozens of different insurers.

What EPLI Covers

EPLI covers defense costs, judgments and settlements (up to the policy limits) for the corporate entity, **former and current employees, directors, and officers**. It covers a variety of workplace-related legal actions, including:

- Discrimination
- Sexual harassment
- Wrongful termination
- Breach of employment contract
- Negligent evaluation
- Failure to employ or promote

Phil Bobadilla,
President



Constance Lemere,
Vice President



Del Ann Norvelle,
Customer Service

- Wrongful discipline
- Deprivation of career opportunity
- Wrongful infliction of emotional distress
- Mismanagement of employee-benefits plans

EPLI policies do not cover workers' compensation, bodily injury or property-damage cases, nor do they cover cases that another insurance policy specifically covers.

EPLI Premiums

EPLI rates vary from state to state and from company to company. Generally an insurer calculates premiums by determining the amount of coverage a business needs and its perceived risk. An insurer will base rates on several risk factors, including the number of employees at a company, the turnover ratio, whether or not the business has a human resources department, and any past harassment or bias suits against the company. Businesses with 10 to 20 employees that have good HR practices and a clean record can expect to pay approximately \$1,500 a year for EPLI coverage.

Employers can lower their company's liability exposure and keep insurance rates down by taking certain precautions:

- Don't hire workers with histories of drug or alcohol abuse.
- Institute zero-tolerance policies toward workplace harassment, discrimination, and alcohol and drug abuse.
- Develop an employee-standards handbook that defines the skills and performance you expect for each position.
- Measure your employees' performance on a regular basis.
- Discuss workplace liability with your insurer to see if your company should consider an EPLI policy.



Blanca Mares,
Customer Service

Businesses that purchase EPLI coverage may actually reduce the likelihood of workplace harassment and discrimination. Insurers generally review a company to check for workplace liability before they issue a policy. And since insurers hate risk, they'll usually recommend changes that reduce a business's exposure to lawsuits. Many of the steps you can take to ward off harassment claims and meet the requirements of insurers begin with basic education and setting up the right environment.

Information taken from the following article in www.allbusiness.com 3-10-2011



Phil Bobadilla
President

Hospitals Offering Maternity Packages

I was surprised to find out recently that most hospitals in the Valley offer maternity packages. Many individuals may not have maternity coverage if they are insured on a stand-alone medical plan. Those of you who have group plans may have a high deductible ranging between \$5,000 to \$10,000. A maternity package may be a more affordable option for you to consider.

It takes a lot of preparation to get ready for the birth of a new baby. We are hoping make one step a little easier for you. It is important to make arrangements for the cost of baby's birth. By planning now for your BIG day your new born baby

will arrive, you can focus on all the other things that have to happen between now and then. Below is a list of a few hospitals that offer maternity packages:

- Chandler Regional Hospital
- Flagstaff Medical Center
- Banner Gateway Medical Center
- Mercy Gilbert Medical Center
- Arrowhead Community Hospital and Medical Center
- Banner Baywood Medical Center
- Banner Good Samaritan Medical Center
- John C. Lincoln Hospital North
- St. Joseph Hospital
- Scottsdale Healthcare Osborn
- Tempe St. Luke's
- Tucson Medical Center

If you do not see a hospital that you are seeking please give EBX a call and we can verify if the hospital is on the list. A complete maternity package can range anywhere from \$3,500 to \$7,000 depending on the type of delivery and services needed. If you are unsure which hospital will suit your needs best it is best to consult with your physician. Also, we recommend that you conduct a comparative price analysis with a couple of hospitals to find out which hospital will provide you with the best priced maternity package before finalizing your decision.

As always, we welcome you to contact EBX at 480-839-6100 to further assist you.

Vice President
Constance Lemere

In Depth Look at Our Life Events Legal Plan

Title 1 Preventive Legal Services.

Preventive legal maintenance is the driving focus behind our Life Events Legal Plan. One of the most powerful benefits we provide is consultation with a top rated law firm on any legal subject matter without having to make a financial decision first! Understanding your rights and how to protect them is the first step in resolving any legal problem

Legal Consultation and Advice

Call an attorney for legal advice on everyday issues as well as important decisions, with out getting a bill in the mail. Get answers on your personal and business matters as well as preexisting conditions.

Letters and Phone Calls

Get a letter written or phone call made on your behalf for any subject matter. Business owners. Have up to two business letters written or calls made on your behalf each year.

Contract and document review

Your provider law firm will review an unlimited number of personal documents for you, up to

10 pages each. Included each year is one business document review at no additional cost!

Will Preparation

Your membership provides you with a standard Will that meets most American's needs, with yearly reviews and updates at no added charges. You may also receive a Living Will and Health Care Power of Attorney at no additional cost if you have them prepared at the same time as your Will.

Probate Assistance

For you or your spouse's Last Will and Testament prepared by the Provider Attorney. Up to five hours of attorney time is available for the following:

Process petition, court appearances for admission of Will to probate, appointment of personal rep issuance of letters testamentary and determination of heirs, devisees and legatees.

Process notices to creditors and inventory of estate assets.

Process legal documentation for sale of homestead real estate.

Process final closing of estate and distribute of assets, including one court appearance.

Preparation of Federal tax return.

Assistance with Debt collection issues

Includes three hours of attorney to help to help resolve a matter prior to litigation.

Ted and Janie Northrop

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480-406-2674 Janie
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A Night with the Phoenix Coyotes!



Come support The Wellness Community as we partner with the Phoenix Coyotes and try to win a \$10,000 grant!!! Take advantage of an exclusive offer to friends of The Wellness Community that allows you to purchase discounted tickets and receive priority access to seats for our game on Friday, April 1st vs. the Colorado Avalanche at 7 p.m.

Discounted Ticket Prices:

\$45 (reg. \$75)	\$15 (reg. \$36)
Lower Level End-zone	Upper Level Sides/Ends

Every ticket sold gets The Wellness Community closer to winning \$10,000!

Contact Matthew Audibert, Group Sales Account Executive at (623) 772-3225 or by email at Matthew.Audibert@phoenixcoyotes.com to purchase tickets. You must mention The Wellness Community when you purchase your tickets to get the discounted rate.

Tina Bronson

The Wellness Community AZ
Director of Development & Marketing

Red Cross Month

Each year, the president of the United States proclaims March "Red Cross Month"
How did this tradition come about?

Since Clara Barton created the American Red Cross in 1881, it was largely dependent for publicity and funds on the spontaneous support of people who learned of catastrophic events and the Red Cross response to them. News of an event broke. The American Red Cross rushed to the scene with help. People around the country came forth with outpourings of volunteer assistance and donations of funds and supplies.

A change occurred in 1917, when the United States entered World War I. After declaring war, President Woodrow Wilson ordered the American Red Cross to raise funds to support its aid to the military and civilians affected by war, as Congress had mandated. In response, the Red Cross held its first national War Fund drive in June 1917 and set as its goal \$100 million, an astoundingly large sum at the time. The public response was immediate and overwhelming.

After the War, the Red Cross decided to make the Roll Call an annual membership and fundraising drive. In addition, it conducted special appeals from time to time in response to major disasters. In November 1941, with war in Europe, the Red Cross conducted a highly successful 25th Annual Roll Call. A few days later, the Japanese attacked Pearl Harbor and the United States entered World War II. The American Red Cross responded immediately by declaring a War Fund campaign. By June 1942, it had raised more than \$66 million.

In 1942, President Franklin D. Roosevelt declared the month of March 1943 as "Red Cross Month." The Red Cross set a goal of \$125 million, the largest amount ever requested in one campaign by any American organization. Again, the response was overwhelming. It took less than six weeks to reach the target. By June 1943, donations totaled nearly \$146 million. Roosevelt called it "the greatest single crusade of mercy in all of history."

As part of the tradition, the President customarily issues a proclamation each year declaring March as Red Cross Month.

Article from

<http://www.redcross.org/portal/site/en/menuitem.d8aaecf214c576bf971e4cfe43181aa0/?vgnextoid=44be151cc4b6f110VqnVCM10000089f0870aRCRD&vgnextfmt=default>

Dionne Pugh

Administrative Assistant

Don't forget to check out our facebook and twitter pages!

twitter: <https://twitter.com/EBXAZ>

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