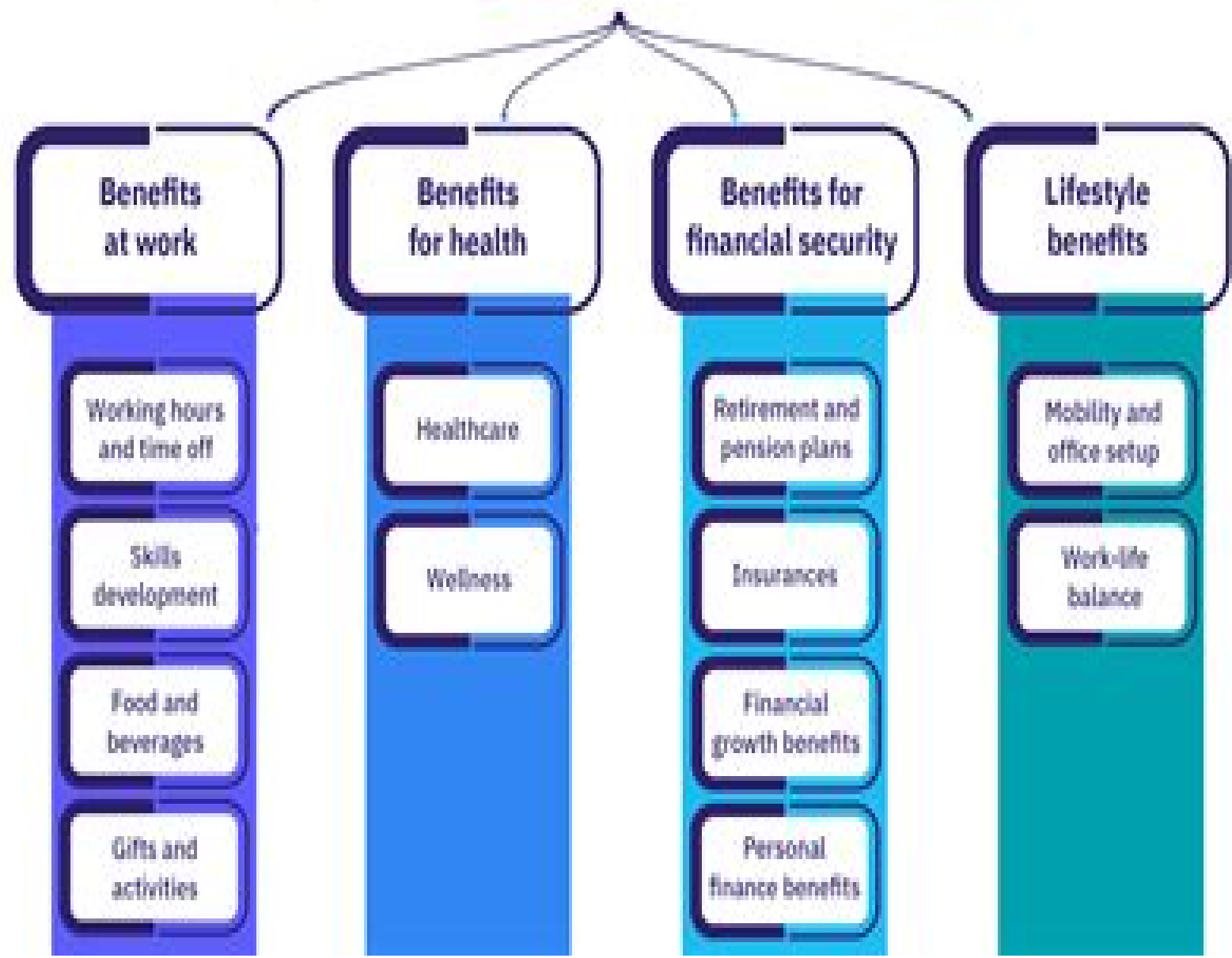


Types of Employee Benefits



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This new edition has been updated to include the Health Insurance Portability and Accountability Act HIPAA and the Social Security and Medicare implications of the new 1997 tax and budget bills In all its editions *Employee Benefits* is considered to be the most comprehensive benefits text on the market This is a great resource for small business owners and human resource professionals *The Employee Benefits Answer Book* Rebecca Mazin, 2010-12-14 THE EMPLOYEE BENEFITS ANSWER BOOK This go to resource contains the most reliable information needed to answer questions about employee benefits that arise in day to day business Complex and ambiguous topics are illustrated with concrete examples that can help make informed sound decisions and ultimately the ability to ask better questions Written by Rebecca Mazin an expert in human resource policies and procedures the book addresses the most commonly asked benefits questions including How many vacation days do employees get What s the difference between a POS and an HSA Is offering check ups and eye exams enough What s involved in flexible spending accounts What do I need to know about 401 k and Non Qualified Plans Do employees expect life insurance and disability From EAP to concierge services what else do employees want How does COBRA work and what else do I need to do What can employers do to rein in benefits costs The book also highlights specific practice examples that are worth repeating or better forgotten and includes a wide variety of checklists and charts The *Employee Benefits Answer Book* is organized by topic and arranged in a question and answer format making it easy to zero in on a particular subject Using this important book employers can create coherent policies based on a clear understanding of all benefits Employment and Health Benefits Institute of Medicine, Committee on Employment-Based Health Benefits, 1993-02-01 The United States is unique among economically advanced nations in its reliance on employers to provide health benefits voluntarily for workers and their families Although it is well known that this system fails to reach millions of these individuals as well as others who have no connection to the work place the system has other weaknesses It also has many advantages Because most proposals for health care reform assume some continued role for employers this book makes an important contribution by describing the strength and limitations of the current system of employment based health benefits It provides the data and analysis needed to understand the historical social and economic dynamics that have shaped present day arrangements and outlines what might be done to overcome some of the access value and equity problems associated with current employer insurer and government policies and practices Health insurance terminology is often perplexing and this volume defines essential concepts clearly and carefully Using an array of primary sources it provides a store of information on who is covered for what services at what costs on how programs vary by employer size and industry and on what governments do and do not do to oversee employment based health programs A case study adapted from real organizations experiences illustrates some of the practical challenges in designing managing and revising benefit

programs The sometimes unintended and unwanted consequences of employer practices for workers and health care providers are explored Understanding the concepts of risk biased risk selection and risk segmentation is fundamental to sound health care reform This volume thoroughly examines these key concepts and how they complicate efforts to achieve efficiency and equity in health coverage and health care With health care reform at the forefront of public attention this volume will be important to policymakers and regulators employee benefit managers and other executives trade associations and decisionmakers in the health insurance industry as well as analysts researchers and students of health policy

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