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Clerk of the House of Representatives	Secretary of the Senate
Legislative Resource Center	Office of Public Records
B-106 Cannon Building	232 Hart Building
Washington, DC 20515	Washington, DC 20510

SECRETARY OF THE SENATE
05 FEB 23 AM 11:01

LOBBYING REPORT

Lobbying Disclosure Act of 1995 (Section 5) - **All Filers Are Required to Complete This Page**

1. Registrant Name
HR Policy Association

2. Registrant Address ☐ Check if different than previously reported
Address **1015 Fifteenth Street, N.W.** **Suite 1200**
City **Washington** State/Zip (or Country) **DC 20005** **USA**

3. Principal Place of Business (if different from line 2)
City State/Zip (or Country)

4. Contact Name	Telephone	E-mail (optional)	5. Senate ID #
Troy Moody	**202-789-8670**		**22006-12**

7. Client Name ☒ Self — 6. House ID # **31146000**

TYPE OF REPORT

8. Year 2004 Midyear (January 1-June 30) ☐ **OR** Year End (July 1-De

9. Check if this filing amends a previously filed version of this report ☐

10. Check if this is a Termination Report ☐ >> Termination Date _____ 11. No Lobby

INCOME OR EXPENSES - Complete Either Line 12 **OR** Line 13

12. Lobbying Firms

INCOME relating to lobbying activities for this reporting period was:

Less than $10,000 ☐

$10,000 or more ☐ >> $ _____
Income (nearest $20,000)

Provide a good faith estimate, rounded to the nearest $20,000 of all lobbying related income from the client (including all payments to the registrant by any other entity for lobbying activities on behalf of the client).

13. Organizations

EXPENSES relating to lobbying activities for this rep period were:

Less than $10,000 ☐

$10,000 or more ☒ >> $ **$340,000.00**
Expenses (nearest $2

14. REPORTING METHOD. Check box to indicat accounting method. See instructions for description of

☒ **Method A.** Reporting amounts using LDA defini

☐ **Method B.** Reporting amounts under section 603 the Internal Revenue Code

☐ **Method C.** Reporting amounts under section 162 Internal Revenue Code

2/10/2005

Signature _____ Date _____

Printed Name and Title **Marisa Milton - Associate** Pa

Registrant Name: **HR Policy Association**

Client Name: **Self**

LOBBYING ACTIVITY. Select as many codes as necessary to reflect the general issue areas in which the registrant engaged in lobbying on behalf of the client during the reporting period. **Using a separate page for each code,** provide information as requested. Attach additional page(s) as needed.

15. General issue area code **HCR** (one per page)

16. Specific Lobbying issues
See attached

17. House(s) of Congress and Federal agencies contacted ☐ Check if None
Department of Health & Human Services
Department of Labor
Department of Treasury
Equal Opportunity Employment Commission
Executive Office of the President
House of Representatives
Senate

18. Name of each individual who acted as a lobbyist in this issue area

Name	Covered Official Position (if applicable)
Bartl, Timothy	
McGuiness, Jeffrey C.	
Milton, Marisa	
Yager, Daniel V.	

19. Interest of each foreign entity in the specific issues listed on line 16 above ☒ Check if None

Date **2/10/2005**

Signature _____ Date _____

Printed Name and Title **Marisa Milton - Associate** P

Specific Lobbying Issues – Health Care (HCR)
Year End (July 1 – December 31)

Bills from the 108th Congress:

H.R.660 – To amend title I of the Employee Retirement Income Security Act of 1974 to imp access and choice for entrepreneurs with small businesses with respect to medical care for th employees. (Rep Ernie Fletcher)

H.R.663 – To amend title IX of the Public Health Service Act to provide for the improvemer patient safety and to reduce the incidence of events that adversely affect patient safety, and f other purposes. (Rep Michael Bilirakis)

H.R.953 – To provide for equal coverage of mental health benefits with respect to health insurance coverage unless comparable limitations are imposed on medical and surgical benef Sponsor: Rep Patrick J. Kennedy,

H.R.1910 – To prohibit discrimination on the basis of genetic information with respect to he insurance. (Rep Louise McIntosh Slaughter)

H.R.3702 – To amend title XVIII of the Social Security Act, as amended by the Medicare Prescription Drug, Improvement, and Modernization Act of 2003, to provide additional beneficiary protections. (Rep Benjamin L. Cardin)

H.R.3901 – To amend the Internal Revenue Code of 1986 to allow a deduction for premiums high deductible health plans required with respect to health savings accounts.
Sponsor: Rep Philip M. Crane

H.R.4166 – To amend the Immigration and Nationality Act with respect to nonimmigrants described in subparagraphs (H)(i)(b) and (L) of section 101(a)(15) of such Act, and for other purposes.
Sponsor: Rep Lamar Smith

H.R.4208 – To discourage the abuse of stock options by executives of public companies by preventing unjust enrichment through the recapture of profits when shareholders suffer losse Sponsor: Rep Barney Frank

H.R.4279 – To amend the Internal Revenue Code of 1986 to provide for the disposition of unused health benefits in cafeteria plans and flexible spending arrangements, to improve pati access to health care services and provide improved medical care by reducing the excessive burden the liability system places on the health care delivery system, and to amend title I of t Employee Retirement Income Security Act of 1974 to improve access and choice for entrepreneurs with small businesses with respect to medical care for their employees.
Sponsor: Rep Jim McCrery

H.R.4280 – To improve patient access to health care services and provide improved medical by reducing the excessive burden the liability system places on the health care delivery syste
Sponsor: Rep James C. Greenwood

H.R.4281 – To amend title I of the Employee Retirement Income Security Act of 1974 to improve access and choice for entrepreneurs with small businesses with respect to medical c
for their employees.
Sponsor: Rep Sam Johnson

H.R.4628 – To amend the Public Health Service Act, the Employee Retirement Income Secu Act of 1974, and the Internal Revenue Code of 1986 to protect consumers in managed care p and other health coverage.
Sponsor: Rep John D. Dingell

H.R.4880 – To improve the quality, efficiency, standards, and technology of health care, and other purpose.
Sponsor: Rep Patrick J. Kennedy

S.486 – A bill to provide for equal coverage of mental health benefits with respect to health insurance coverage unless comparable limitations are imposed on medical and surgical benef
Sponsor: Sen Pete V. Domenici

S.545 – A bill to amend title I of the Employee Retirement Income Security Act of 1974 to improve access and choice for entrepreneurs with small businesses with respect to medical c
for their employees. (Sen Olympia J. Snowe)

S.720 – A bill to amend title IX of the Public Health Service Act to provide for the improven of patient safety and to reduce the incidence of events that adversely effect patient safety. (Se James M. Jeffords)

S.1945 – A bill to amend the Public Health Service Act and the Employee Retirement Incom Security Act of 1974 to protect consumers in managed care plans and other health coverage.
Sponsor: Sen John McCain

S.1992 – A bill to amend the Medicare Prescription Drug, Improvement, and Modernization of 2003 to eliminate privatization of the medicare program, to improve the medicare prescrip drug benefit, to repeal health savings accounts, and for other purposes. (Sen Edward M. Kennedy)

S.1994 – A bill to amend part D of title XVIII of the Social Security Act to strike the languag that prohibits the Secretary of Health and Human Services from negotiating prices for prescription drugs furnished under the medicare program. (Sen Russell D. Feingold)

S.2283 – A bill to extend Federal funding for operation of State high risk health insurance po

Sponsor: Sen Judd Gregg

S.2710 – A bill to amend the Public Health Service Act to improve the quality and efficiency health care delivery through improvements in health care information technology, and for oth purposes. (Sen Judd Gregg)

Other Matters:

Centers for Medicare and Medicaid Services, relating to proposed and final regulations for Medicare Modernization Act

Equal Opportunity Employment Commission, relating to final rule on exemption to Age Discrimination and Employment for coordination of retiree health benefits with Medicare eligibility

Registrant Name: **HR Policy Association**

Client Name: **Self**

LOBBYING ACTIVITY. Select as many codes as necessary to reflect the general issue areas in which the registrant engaged in lobbying on behalf of the client during the reporting period. **Using a separate page for each code,** provide information as requested. Attach additional page(s) as needed.

15. General issue area code **IMM** (one per page)

16. Specific Lobbying issues
See attached

17. House(s) of Congress and Federal agencies contacted ☐ Check if None
Department of Homeland Security

18. Name of each individual who acted as a lobbyist in this issue area

Name	Covered Official Position (if applicable)
Bartl, Timothy	
Milton, Marisa	
Yager, Daniel V.	

19. Interest of each foreign entity in the specific issues listed on line 16 above ☒ Check if None

Date **2/10/2005**

Signature _____ Date _____

Printed Name and Title **Marisa Milton - Associate** P

Specific Lobbying Issues – Immigration
Year End (July 1 – December 31)

Bills from the 108th Congress:

H.R.3142 - To provide for the adjustment of status of certain foreign agricultural workers, to amend the Immigration and Nationality Act to reform the H-2A worker program under that A to provide a stable, legal agricultural workforce, to extend basic legal protections and better working conditions to more workers, and for other purposes. (Rep Chris Cannon)

H.R.4166 – To amend the Immigration and Nationality Act with respect to nonimmigrants described in subparagraphs (H)(i)(b) and (L) of section 101(a)(15) of such Act, and for other purposes.
Sponsor: Rep Lamar Smith

H.R.4306 – To amend section 274A of the Immigration and Nationality Act to improve the process for verifying an individual's eligibility for employment.
Sponsor: Rep Chris Cannon

H.R.4415 – To amend the Immigration and Nationality Act to eliminate the "specialized knowledge" basis for obtaining nonimmigrant status as an intracompany transferee, to impos annual numerical limitation on nonimmigrant visas for such transferees, and for other purpos
Sponsor: Rep Henry J. Hyde

S.1635 – A bill to amend the Immigration and Nationality Act to ensure the integrity of the I visa for intracompany transferees.
Sponsor: Sen Saxby Chambliss

S.1645 - A bill to provide for the adjustment of status of certain foreign agricultural workers, amend the Immigration and Nationality Act to reform the H-2A worker program under that A to provide a stable, legal agricultural workforce, to extend basic legal protections and better working conditions to more workers, and for other purposes. (Sen Larry E. Craig)

Registrant Name: **HR Policy Association**

Client Name: **Self**

LOBBYING ACTIVITY. Select as many codes as necessary to reflect the general issue areas in which the registrant engaged in lobbying on behalf of the client during the reporting period. **Using a separate page for each code,** provide information as requested. Attach additional page(s) as needed.

15. General issue area code **LBR** (one per page)

16. Specific Lobbying issues
See attached

17. House(s) of Congress and Federal agencies contacted ☐ Check if None
Department of Homeland Security
Department of Labor
Department of Transportation
Department of Treasury
Equal Opportunity Employment Commission
Executive Office of the President
Federal Trade Commission

18. Name of each individual who acted as a lobbyist in this issue area

Name	Covered Official Position (if applicable)
Bartl, Timothy	
McGuiness, Jeffrey C.	
Milton, Marisa	
Yager, Daniel V.	

19. Interest of each foreign entity in the specific issues listed on line 16 above ☒ Check if None

Date **2/10/2005**

Signature _____ Date _____

Printed Name and Title **Marisa Milton - Associate** P

Registrant Name: **HR Policy Association**

Client Name: **Self**

Item	Description	Data
17a	House of Congress/Agencies	General Services Administration
17a	House of Congress/Agencies	House of Representatives
17a	House of Congress/Agencies	National Labor Relations Board
17a	House of Congress/Agencies	Securities & Exchange Commission
17a	House of Congress/Agencies	Senate

Specific Lobbying Issues – Labor (LBR)
Year End (July 1 – December 31)

Bills from the 108th Congress:

H.R.444 – To amend the Workforce Investment Act of 1998 to establish a Personal Reemployment Accounts grant program to assist Americans in returning to work; to reauthor title II of the Higher Education Act of 1965; to amend title VII of the Higher Education Act c 1965 to ensure graduate opportunities in postsecondary education. (Rep Jon C. Porter)

H.R.1114 – To establish legal standards and procedures for the fair, prompt, inexpensive, anc efficient resolution of personal injury claims arising out of asbestos exposure, and for other purposes. (Rep Mark Steven Kirk)

H.R.1119 – To amend the Fair Labor Standards Act of 1938 to provide compensatory time fc employees in the private sector.
Sponsor: Rep Judy Biggert

H.R.1308 – An act to amend the Internal Revenue Code of 1986 to provide tax relief for wor families, and for other purposes.
Sponsor: Rep William M. Thomas

H.R.1586 – To provide for the fair and efficient judicial consideration of personal injury and wrongful death claims arising out of asbestos exposure, to ensure that individuals who suffer impairment, now or in the future, from illnesses caused by exposure to asbestos receive compensation for their injuries, and for other purposes. (Rep Chris Cannon)

H.R.1737 – To provide for the fair and efficient judicial consideration of personal injury and wrongful death claims arising out of asbestos exposure, to ensure that individuals who suffer harm, now or in the future, from illnesses caused by exposure to asbestos receive compensati for their injuries, and for other purposes. (Rep Calvin M. Dooley)

H.R.2729 – To amend the Occupational Safety and Health Act of 1970 to provide for greater efficiency at the Occupational Safety and Health Review Commission. (Rep Charlie Norwoo

H.R.2730 – To amend the Occupational Safety and Health Act of 1970 to provide for an independent review of citations issued by the Occupational Safety and Health Administration (Rep Charlie Norwood)

H.R.2896 – To amend the Internal Revenue Code of 1986 to remove impediments in such Cc and make our manufacturing, service, and high-technology businesses and workers more competitive and productive both at home and abroad. (Rep William M. Thomas)

H.R.2971 – To amend the Social Security Act to enhance Social Security account number privacy protections, to prevent fraudulent misuse of the Social Security account number, and

otherwise enhance protection against identity theft, and for other purposes. (Rep E. Clay Sha Jr.)

H.R.3108 – To amend the Employee Retirement Income Security Act of 1974 and the Intern Revenue Code of 1986 to temporarily replace the 30-year Treasury rate with a rate based on long-term corporate bonds for certain pension plan funding requirements and other provision and for other purposes.
Sponsor: Rep John A. Boehner

H.R.3521 – To amend the Internal Revenue Code of 1986 to extend certain expiring provisio and for other purposes. (Rep William M. Thomas)

H.R.3574 – To require the mandatory expensing of stock options granted to executive office and for other purposes. (Rep Richard H. Baker)

H.R.3619 – To amend the National Labor Relations Act to establish an efficient system to en employees to form, join, or assist labor organizations, to provide for mandatory injunctions f unfair labor practices during organizing efforts, and for other purposes. (Rep George Miller)

H.R.3780 – To improve the lives of working families by providing family and medical need assistance, child care assistance, in-school and afterschool assistance, family care assistance, encouraging the establishment of family-friendly workplaces.
Sponsor: Rep Lynn C. Woolsey

H.R.3809 – To restore, reaffirm, and reconcile legal rights and remedies under civil rights statutes.
Sponsor: Rep John Lewis

H.R.3820 – To protect United States workers from competition of foreign workforces for performance of Federal and State contracts for goods or services.
Sponsor: Rep Rosa L. DeLauro

H.R.4208 – To discourage the abuse of stock options by executives of public companies by preventing unjust enrichment through the recapture of profits when shareholders suffer losse
Sponsor: Rep Barney Frank

H.R.4343 – To amend the National Labor Relations Act to ensure the right of employees to a secret-ballot election conducted by the National Labor Relations Board.
Sponsor: Rep Charlie Norwood

H.R.4520 – To amend the Internal Revenue Code of 1986 to remove impediments in such Co and make our manufacturing, service, and high-technology businesses and workers more competitive and productive both at home and abroad.
Sponsor: Rep William M. Thomas

H.R.4575 – To provide for paid sick leave to ensure that Americans can address their own he needs and the health needs of their families.
Sponsor: Rep Rosa L. DeLauro

H.R.4658 – To amend the Servicemembers Civil Relief Act to make certain improvements a technical corrections to that Act, otherwise to improve legal protections provided to reserve component members called to active duty.
Sponsor: Rep Christopher H. Smith

H.R.4818 – Making appropriations for foreign operations, export financing, and related programs for the fiscal year ending September 30, 2005, and for other purposes.
Sponsor: Rep Jim Kolbe

H.R.4977 – To amend title 18, United States Code, to protect the reasonable expectation of privacy of users of e-mail, and for other purposes.
Sponsor: Rep Jerrold Nadler

H.R.5199 – To amend the Family and Medical Leave Act of 1993 and title 5, United States Code, to provide entitlement to leave to eligible employees whose spouse, son, daughter, or parent is a member of the Armed Forces who is serving on active duty in support of a contingency operation or who is notified of an impending call or order to active duty in supp of a contingency operation, and for other purposes.
Sponsor: Rep Tom Udall

H.R.5292 – To amend title I of the Employee Retirement Income Security Act of 1974 and t Internal Revenue Code of 1986 to limit the availability of benefits under an employer's nonqualified deferred compensation plans in the event that any of the employer's defined per plans are subjected to a distress or PBGC termination in connection with bankruptcy reorganization or a conversion to a cash balance plan.
Sponsor: Rep George Miller

S.317 – A bill to amend the Fair Labor Standards Act of 1938 to provide to private sector employees the same opportunities for time-and-a-half compensatory time off, biweekly work programs, and flexible credit hour programs as Federal employees currently enjoy to help balance the demands and needs for work and family, and for other purposes.
Sponsor: Sen Judd Gregg

S.442 – A bill to provide pay protection for members of the Reserve and the National Guard, for other purposes.
Sponsor: Sen Mary Landrieu

S.557 – A bill to amend the Internal Revenue Code of 1986 to exclude from gross income amounts received on account of claims based on certain unlawful discrimination and to allov income averaging for backpay and frontpay awards received on account of such claims, and other purposes.
Sponsor: Sen Susan M. Collins

S.683 – A bill to amend the Family and Medical Leave Act of 1993 to provide entitlement to leave to eligible employees whose spouse, son, daughter, or parent is a member of the Armed Forces serving on active duty in support of a contingency operation or notified of an impendi call or order to active duty in support of a contingency operation. (Sen Russell D. Feingold)

S.1053 – A bill to prohibit discrimination on the basis of genetic information with respect to health insurance and employment. (Sen Olympia J. Snowe)

S.1125 – A bill to create a fair and efficient system to resolve claims of victims for bodily inj caused by asbestos exposure, and for other purposes. (Sen Orrin G. Hatch)

S.1637 – A bill to amend the Internal Revenue Code of 1986 to comply with the World Trad Organization rulings on the FSC/ETI benefit in a manner that preserves jobs and production activities in the United States, to reform and simplify the international taxation rules of the United States, and for other purposes. (Sen Charles E. Grassley)

S.1890 – A bill to require the mandatory expensing of stock options granted to executive officers, and for other purposes. (Sen Michael B. Enzi)

S.1925 – A bill to amend the National Labor Relations Act to establish an efficient system to enable employees to form, join, or assist labor organizations, to provide for mandatory injunctions for unfair labor practices during organizing efforts, and for other purposes. (Sen Edward M. Kennedy)

S.2010 – A bill to strengthen national security and United States borders, reunify families, provide willing workers, and establish earned adjustment under the immigration laws of the United States. (Sen Chuck Hagel)

S.2062 – A bill to amend the procedures that apply to consideration of interstate class actions assure fairer outcomes for class members and defendants, and for other purposes. (Sen Charl E. Grassley)

S.2090 – A bill to amend the Worker Adjustment and Retraining Notification Act to provide protections for employees relating to the offshoring of jobs. (Sen Thomas A. Daschle)

S.2094 – A bill to protect United States workers from competition of foreign workforces for performance of Federal and State services contracts. (Sen Christopher J. Dodd)

S.2290 – A bill to create a fair and efficient system to resolve claims of victims for bodily inj caused by asbestos exposure, and for other purposes. (Sen Orrin G. Hatch)

S.2371 – A bill to amend the Occupational Safety and Health Act of 1970 to expand coverag under the Act, to increase protections for whistleblowers, to increase penalties for certain violators, and for other purposes.
Sponsor: Sen Edward M. Kennedy

S.2400 – An original bill to authorize appropriations for fiscal year 2005 for military activitie the Department of Defense, for military construction, and for defense activities of the Department of Energy, to prescribe personnel strengths for such fiscal year for the Armed Services, and for other purposes. (Sen John W. Warner)

S.2486 – An act to amend title 38, United States Code, to improve and enhance housing, education, and other benefits under the laws administered by the Secretary of Veterans Affai and for other purposes.
Sponsor: Sen Arlen Specter

S.2520 – A bill to provide for paid sick leave to ensure that Americans can address their own health needs and the health needs of their families. (Sen Edward M. Kennedy)

S.2531 – A bill to assist displaced American workers during a jobless recovery, and for other purposes. (Sen Ron Wyden)

S.2637 – A bill to amend the National Labor Relations Act to ensure the right of employees t secret-ballot election conducted by the National Labor Relations Board. (Sen Lindsey O. Graham)

S.2975 – A bill to amend the Fair Labor Standards Act of 1938 to clarify regulations relating overtime compensation.
Sponsor: Sen Tom Harkin

Other Matters:

Department of Homeland Security, advocating for paperless I-9s

Department of Labor, Final Rule, White Collar Regulations 29 C.F.R. Part 541

Urge NLRB to allow restrictions on e-mail usage

Amicus brief to NLRB on card checks

Support pre-emption of National Labor Relations Act in neutrality law

Executive Order 13202, relating to posting of *Beck* notices

Department of Treasury guidelines relating to differential pay for military reservists