Important News for Knowledge Central/ComplyAbility Subscribers

Knowledge Central/ComplyAbility publishes a monthly eNewsletter to keep system subscribers informed of changing regulatory compliance requirements, and important news impacting your business. Disclaimer: The content presented in this eNews is for general information only, is not intended to constitute legal advice and cannot be relied upon by any person as legal advice.

Cutting Employees' Hours to Escape the Affordable Care Act Mandate - Is it Legal?

Can employers do an end-run on the Affordable Care Act's (ACA) employer mandate - the requirement to provide health insurance benefits to 95% of full-time employees - by cutting work hours to less than 30 hours per week, so employees are no longer considered full-timers?

One employer that allegedly did so is now defending itself against a class action lawsuit.

CLICK HERE for the rest of the story.

Effective HR Saves Money For Your Organization

As in the case of other divisions in an organization, HR is responsible for the need to reduce as well as prevent unnecessary expenses under their control. This ensures that everyone contributes to the organization’s financial performance. HR can help organizations make the financial cake bigger for your company and your employees, provided matters for which they are responsible are done well. ComplyAbility is a business tool that enables HR (or the person in your company that is charged with HR functions), do the job professionally while cutting costs at the same time.

Capable leaders see the need to have an effective tools in place so that HR can contribute to savings and, thus, improve the organization's bottom-line.

It is unfortunate that many corporate leaders do not see the connection between a tool such as ComplyAbility and its contribution to effective human resource management and cost saving. They only see the tool as overhead. They may have forgotten that HR involves more than HR processes and practices. It is about people, their knowledge, competence and skills - taught via ComplyAbility. It is about recruiting the right people and ensuring that they stay and contribute to the success of the organization.

Here are Seven Reasons Why Effective HR - via ComplyAbility - Saves Money

CLICK HERE for the rest of the story.
Clear Your Application of Ambiguous Questions

Job applications can be a minefield of litigation risks. That’s why it’s vital to be crystal clear in each question included on the form. As a new court ruling shows, it’s wise to read through your current application to make sure no questions can be misinterpreted. Ask a few of your managers to also give it a once-over. A small amount of confusion can create big legal trouble.

CLICK HERE for the rest of the story.

Remind Managers to Document Every Disciplinary Decision and Punishment

You never know which fired employee will sue. That’s why it’s important to make sure every disciplinary decision - not just the seemingly risky ones - is based on solid business reasons and backed up with clear documentation.

You may even want to create an internal disciplinary checklist to ensure managers and supervisors know how to document discipline. For example, have them identify the rules that the employee broke and outline the facts supporting the conclusion that the employee did break the rule.

CLICK HERE for the rest of the story.

EEOC Lowers Bar on Retaliation - Raises Your Risk

For the first time in 20 years, the EEOC last month proposed changes to its guidelines on how courts and enforcement authorities should define "unlawful retaliation" in the workplace.

The result, say legal experts: A lower bar to retaliation claims, which will mean even more retaliation lawsuits and more wins for employees who file them.

CLICK HERE for the rest of the story.

* * * * * * * * * *

We’re proud of the fact that you have chosen ComplyAbility as an indispensable part of your internal operations and risk management solutions. ComplyAbility is your single source for employee training, testing, and performance tracking (proof of comprehension) as required by agencies such as the Department of Labor, OSHA, EEOC, Office of the Inspector General and more. Please insist that your employees utilize the system by completing their assigned training and to insulate your company from the liability you face every day in your business.

Need assistance? Don’t hesitate to call: 1-800-708-6460!

Disclaimer: The content presented in this eNews is for general information only, is not intended to constitute legal advice and cannot be relied upon by any person as legal advice.