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. The following is information you need now relative to Occupational Safety and Health Administration rules pertaining to the employer's responsibilities relative to reporting workplace injuries.

OSHA Raises Penalties 82% in November and No One Notices – Yet

Employers woke up to a surprise on November 3. That's when we learned that the Federal Budget Agreement, which was quickly worked out behind closed doors and signed the day before, includes surprise provisions authorizing the Occupational Safety and Health Administration (OSHA) to increase penalties for the first time since 1990. To the surprise of almost all observers, the amount of the increase could be as much as 82 percent.

CLICK HERE for the rest of the story.

The Affordable Care Act’s Effect on COBRA

Enrollments in the Insurance Marketplace (State or Federal Exchanges) began in October of 2014. Since former employees are now be eligible for coverage under one of the State Insurance Marketplace plans, what happens to COBRA coverage?

In this article, we will address the most common questions regarding the impact of the Affordable Care Act on COBRA.

CLICK HERE for the rest of the story.

New COBRA Notices: Affordable Care Act Information

New proposed regulations update the COBRA (Consolidated Omnibus Budget Reconciliation Act), notices you are required to provide employees and other qualified beneficiaries to cover Affordable Care Act information. Here are the changes that have been made and when you should use the new notices.

The Department of Labor (DOL) recently published proposed regulations revising the notices employers are required to provide to employees and other qualified beneficiaries under COBRA.

CLICK HERE for the rest of the story.

Layoffs: Avoid Discrimination Claims

Poorly executed layoffs can land you on the wrong end of a lawsuit. Here's what courts have said about criteria used for layoff decisions and four tips you can use to stay out of court.

If you need to layoff employees and want to make sure you are following proper procedures to protect against discrimination and other claims, you need to pay attention to the types of claims you should be concerned about and how to avoid them. Layoff decisions are painful enough without the added difficulty of having to justify your actions in court. Still, staff reductions do create fertile conditions for a number of different legal actions by
employees who feel unfairly targeted. Discrimination claims are at the top of the list. However, many of these claims can be prevented if you explain and document the business- and job-related reasons for your decisions.

CLICK HERE for the rest of the story.

Do you have a "Cell Phone Use While Driving" policy?

The federal DOT and several states have made distracted driving a priority, particularly regarding texting while driving. In addition, recent high-profile cases show how employers can be liable for employee use of phones while driving. Now is a good time to reconsider your drivers' cell phone use policy using our five steps to address employee driving habits.

CLICK HERE for the rest of the story.

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We're proud of the fact that you have chosen ComplyAbility as an indispensible 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!