



Complete Guide To Human Resources and the Law with CD

Dana Shilling

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The Complete Guide to Human Resources and the Law will help you navigate complex and potentially costly Human Resources issues. You'll know what to do (and what not to do) to avoid costly mistakes or oversights, confront HR problems - legally and effectively - and understand the rules.

The Complete Guide to Human Resources and the Law offers fast, dependable, plain English legal guidance for HR-related situations from ADA accommodation, diversity training, and privacy issues to hiring and termination, employee benefit plans, compensation, and recordkeeping. It brings you the most up-to-date information as well as practical tips and checklists in a well-organized, easy-to-use resource.

The **2015 Edition** provides new and expanded coverage of issues such as:

- The completion of the first cycle of health insurance enrollment under PPACA
- The IRS final dealing with the responsibilities of mid-sized employers under the Code 4980H shared responsibility requirement
- The Supreme Court reversal of the Sixth Circuit and held that the severance payments constituted FICA wages
- The SEC vote to propose a new rule under Dodd-Frank 953(b), requiring public companies to disclose the ratio of CEO compensation to the median compensation of all the company's employees
- The Department of Labor adoption of a final rule that extended minimum wage and overtime protection to close to two million home health care and personal care workers
- The President signing a memorandum critiquing the current FLSA regulations, which provide that administrative workers are exempt from overtime if they earn over \$455 a week
- The President announced that he would apply his executive powers unilaterally to require federal contractors to pay a minimum wage of \$10.10 on all new federal contracts
- Several additional states granted recognition of same-sex marriage
- Changes that were made to the PBGC premium under the Bipartisan Budget Act of 2013
- The President signing a presidential memorandum directing the Department of the Treasury to set up a new retirement savings program, the myRA account for people who do not have access to employment-based retirement savings plans
- And much more!

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