



# Complete Guide To Human Resources and the Law with CD

*Dana Shilling*

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**Complete Guide To Human Resources and the Law with CD** Dana Shilling

*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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