



COMPLIANCE MADNESS!



What compliance concerns make you want to call a timeout? As college basketball teams across the country hit the hardwood, we put together the top seeds for Compliance Madness! Find out which employment law issue will take home the top spot. Consider it a (not so) Great Eight for compliance teams.

No. 1 SEED Paid Leave

Sometimes, the game stops for an injury timeout. That can also happen to employees. Paid leave laws are expanding in number and complexity, earning this issue the No. 1 seed for Compliance Madness.

No. 8 SEED Harassment Training

In the #MeToo era, you don't want to put up an airball when it comes to requirements for harassment training. Seven states, and New York City, require sexual harassment prevention training.

No. 5 SEED Predictive Scheduling

Teams need to know when they're playing next. So do employees. Predictive scheduling — especially in the retail, food and hospitality industries — is on the rise like a player going up for a slam-dunk.

No. 4 SEED Discrimination

Even the top college players must wait until they reach a certain age to turn pro. And for employers, knowing age-discrimination laws should be as automatic as a free throw from your best shooter.

No. 3 SEED Minimum Wage

Some have debated whether college athletes should be paid. The debate over increasing pay for minimum wage workers has also heated up, with many jurisdictions passing new laws.

No. 6 SEED Labor Law Posters

Despite the rise of the three-pointer, teams know you still need to post up. Same thing for labor law posters. Required by law, labor law posters are your first line of defense in case of a complaint.

No. 7 SEED Equal Pay

A swish is a swish, no matter who takes the shot. Equal pay laws, which bar employers from paying workers less based on sex, are growing. More than 40 states have equal pay laws on the books.

No. 2 SEED Legal Marijuana

Basketball players have to get high to dunk. In states with legalized marijuana, employers have to follow the laws pertaining to hiring practices, discrimination and not taking action against workers for off-hours use.