

Compliance Stress Test

Check for cracks in your employment law compliance programs



Do All Your Employees Have Access to the Latest Labor Law Posters?

Do you have updated labor law posters? Were they even displayed? Beyond the basics of labor law posting compliance, a vastly expanded remote workforce has complicated matters and can create leaks in your program. Ensure you are still providing the applicable labor law posters to your telecommuting employees. And here's guidance on digital labor law postings from the U.S. Department of Labor.



Are You on Top of Minimum Wage Updates at Odd Times of the Year?

You know to check minimum wage rates at the beginning and middle of the year for updates. But several jurisdictions update at other times of the year, or switch up rates at different times in different years, such as Connecticut, whose rate increased in August 2021, will go up in July 2022 and June 2023. Plus, a growth in indexed rates in recent years, making for not-so-round minimum wage numbers, can put additional stress on your employment law compliance program.



Are You Tracking Expiration Dates for COVID-19 Paid Leave Laws?

Paid leave management is complicated enough, but the COVID-19 pandemic has added another level of complexity. A handful of jurisdictions still have emergency paid leave laws on the books, which means employers have to monitor official announcements about public health emergencies in addition to knowing the laws. Employers might have even been too generous in places like Massachusetts, where its COVID-19 paid leave law ended two weeks earlier than anticipated.



Are You Sure You're Applying the Correct Employment Laws to Your Specific Locations?

It's the small cracks in your employment law compliance efforts that can cause stress — and that includes something as seemingly simple as having the correct jurisdictions assigned to your locations. Some employers use ZIP codes to determine which laws apply to their locations. This is a mistake. ZIP codes can straddle jurisdictional boundaries and create a situation in which employers are not in compliance with employment laws.