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Disabilities Act Information on the definition of spouse based on the Supreme Court ruling in *United States v Windsor* New material on the proposed Equal Pay Report *Mandated Benefits Compliance Guide* Rsm McGladrey, Balser Group, 2011-12-20 *Mandated Benefits Compliance Guide* 2012 Edition is a comprehensive and practical reference manual covering key federal regulatory issues that must be addressed by human resources managers, benefits specialists and company executives in all industries. *Mandated Benefits Compliance Guide* includes in-depth coverage of these and other major federal regulations: Patient Protection and Affordable Care Act (PPACA), Health Information Technology for Economic and Clinical Health (HITECH) Act, Mental Health Parity and Addiction Equity Act (MHPAEA), Genetic Information Nondiscrimination Act (GINA), Americans with Disabilities Act (ADA), Employee Retirement Income Security Act (ERISA), Health Insurance Portability and Accountability Act (HIPAA), Heroes Earnings Assistance and Relief Tax Act (HEART) Act, Consolidated Omnibus Budget Reconciliation Act (COBRA). *Mandated Benefits Compliance Guide* helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation. The Guide offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems. Throughout the Guide are numerous exhibits, useful checklists and forms and do's and don'ts. A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company's level of regulatory compliance. Plus the 2012 Edition includes a BONUS CD-ROM which includes the many exhibits, checklists and forms that are contained in the book. The 2012 *Mandated Benefits Compliance Guide* has been updated to include: A discussion on a new rule under the FLSA regarding tipped employees; New regulations and guidelines for health care reform as mandated by the Patient Protection and Affordable Care Act; A discussion of when release of an employee's personal health information to the employer may be acceptable and new information on Excise Taxes for noncompliance to be reported on Form 8928; Information on Form 8928 Excise Taxes for noncompliance; Information on the IRS proposed broadened definition of fiduciary to include anyone who provides a plan with investment advice; bonding requirements and newly required fee disclosure to plans and participants; New information on the final rules of the ADAAA including the nine rules of construction that are used to determine if there is a substantial limitation; A discussion on the safe harbor language an employer may use when requesting medical information to verify the need for FMLA leave; The latest information on E-Verify including the new U.S. passport photo matching capabilities of the program and the decision by the U.S. Supreme Court allowing states; New information on structuring severance plans where the payout spans two tax years in order to maintain exemption from Section 409(a) requirements; A new section outlining additional requirements for federal contractors and subcontractors; DOL's proposed regulations for revising the AAP and non-discrimination requirements for veterans; recent changes to functional AAPs; new information on required compensation analyses and a revised compliance evaluation section; The new whistleblower protections under Sarbanes-Oxley as amended by

the DoddFrank Act of 2010 including the new financial award program available to whistleblowers New guidance on transitional relief for correcting nonqualified deferred compensation plan failures *Mandated Benefits* McGladrey, 1995-12-31 [Mandated Benefits Compliance Guide](#) The Wagner Law Group, 2020-12-15 Mandated Benefits 2021 Compliance Guide is a comprehensive and practical reference manual that covers key federal regulatory issues which must be addressed by human resources managers benefits specialists and company executives in all industries This comprehensive and practical guide clearly and concisely describes the essential requirements and administrative processes necessary to comply with employment and benefits related regulations Mandated Benefits 2021 Compliance Guide includes in depth coverage of these and other major federal regulations and developments HIPAA Health Insurance Portability and Accountability Act Wellness Programs ADA and GINA regulations Mental Health Parity Act as amended by the 21st Century Cures Act Reporting Requirements with the Equal Employment Opportunity Commission AAPs final rules Pay Transparency Act Mandated Benefits 2021 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems Throughout the Guide are numerous exhibits useful checklists and forms and do s and don ts A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company s level of regulatory compliance In addition Mandated Benefits 2021 Compliance Guide provides the latest information on Family and Medical Leave Substance Abuse in the Workplace Workplace Health and Safety Recordkeeping and Documentation Integrating ADA FMLA Workers Compensation and Related Requirements Significant Developments at the EEOC Affirmative Action Plans Retirement Savings Plans and Pensions Pay Practices and Administration Health Life and Disability Insurance Managing the Welfare Benefits Package Human Resources Risk Management And much more Previous Edition Mandated Benefits 2020 Compliance Guide ISBN 9781543818680 **Mandated Benefits 2020 Compliance Guide** Brustowicz, Delano, Gabor, Salkin, Wagner and Watson, 2019-12-23 Mandated Benefits 2020 Compliance Guide is a comprehensive and practical reference manual that covers key federal regulatory issues which must be addressed by human resources managers benefits specialists and company executives in all industries This comprehensive and practical guide clearly and concisely describes the essential requirements and administrative processes necessary to comply with employment and benefits related regulations Mandated Benefits 2020 Compliance Guide includes in depth coverage of these and other major federal regulations and developments HIPAA Health Insurance Portability and Accountability Act Wellness Programs ADA and GINA regulations Mental Health Parity Act as amended by the 21st Century Cures Act Reporting Requirements with the Equal Employment Opportunity Commission AAPs final rules Pay Transparency Act Mandated Benefits 2020 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by

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