

MANDATED BENEFITS

2025 COMPLIANCE GUIDE

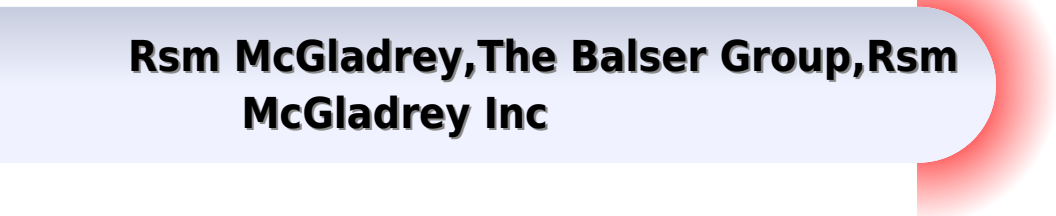
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David G. Gabor
Ivelisse Berio LeBeau
Virginia S. Peabody
Barry L. Salkin
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Mandated Benefits 2015 Compliance Guide is a comprehensive and practical reference manual covering key federal regulatory issues that must be addressed by human resources managers benefits specialists and company executives in all industries *Mandated Benefits 2015 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 2015 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 *Mandated Benefits 2015 Compliance Guide* has been updated to include The Dodd-Frank Act creating an ethics training program and practices and trends Information on payroll cards and Federal Insurance Contributions Act FICA tip credit New regulations and guidelines for health care reform as mandated by the Patient Protection and Affordable Care Act PPACA Updated requirements for certificates of creditable coverage excepted benefits under the Health Insurance Portability and Accountability Act HIPAA and transaction standards The revised model general and election notices as required under PPACA Qualified Longevity Annuity Contracts and definition of spouse per the Supreme Court ruling in *United States v Windsor* and updates to the Pension Benefit Guaranty Corporation's required premiums The payment of long-term disability insurance by qualified retirement plans PPACA's effect on health reimbursement arrangements new information on the proposed 500 carryover of unused funds in health flexible spending arrangements FSAs and PPACA's effect on health FSAs new material on the effect of amendments to HIPAA's excepted benefit rules on Employee Assistance Programs and revised information on providing employee benefits to legally married same-sex couples based on the Supreme Court's decision in *United States v Windsor* and the decision's effect on cafeteria plan mid-year election changes New sections on no-fault attendance policies and pregnancy and the Americans with

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

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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

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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

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 2020 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 2019 Compliance Guide*, ISBN 9781543800449. [State by State Guide to Employee Leave and Disability](#), 2003. [AALL Directory and Handbook](#), American Association of Law Libraries, 2004. **Mandated Benefits Compliance Guide, 2011 Edition**, Rsm McGladrey, The Balser Group, Rsm McGladrey Inc., 2010-12-10. *Mandated Benefits Compliance Guide 2011 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 2011 Edition includes a BONUS CD-ROM which includes the many exhibits, checklists and forms that are contained in the book. *Mandated Benefits Compliance Guide* has been updated to include coverage of Health care reform as mandated by the Patient Protection and Affordable Care Act, The National Equal Pay Enforcement Task Force, and the final regulations governing the employment of teenage workers. The effects of GINA and t

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