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Gearing Up for 2016 Legislative Changes

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California's New Fair Pay Act

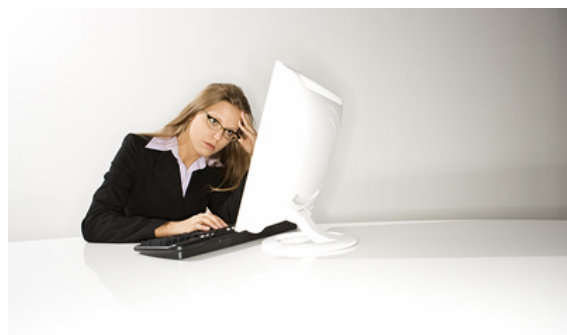
As of January 1, 2016, California will have the strongest equal pay protections in the country. Many employers are still scrambling to ensure they are in compliance. The first step is to determine if a disparity exists. Once that is determined, companies can then strategize on how to balance the needs of the business with compliance.



[Link to Additional Resources](#)

The ACA Grace Period is Over

What is a "Wrap" document? Who needs one and why? ACA has increased the complexity for ERISA reporting requirements regardless of size of funding. The documents provided by insurance companies rarely meet ERISA requirements. Many employers are reaching out to third parties to create these documents, but many more companies don't know realize what is required. Penalties for failing to provide this document can reach \$110 per day.



[Link to Additional Resources](#)



[Jennifer Searock PHR-CA, SHRM-CP](#) | Searock HR Consulting |

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