

Payroll and HR Pitfalls that Prevent ACA Compliance. Next Steps? 1 Hour CE

Your clients have long struggled with keeping current and compliant with laws and regulations – this compliance struggle with current requirements can prevent compliance with new requirements. The Affordable Care Act (ACA) is yet another example of this perfect storm.

In this 1 hour session, you'll learn about 3 specific areas that all but eliminate your hopes of ACA implementation success unless fixed. Our speaker will focus on key areas such as: 1. Compensable time. 2. Worker classification. 3. Job descriptions.

Learning Points:

10:00-10:05	Track all compensable time toward the 30 hour (120 hours for FTE) FT definition
10:06-10:10	Common law vs. 1099 and what you don't label right can hurt you
10:11-10:15	Exempt vs. Non-exempt and what hours you don't capture can hurt you
10:16-10:20	How job descriptions can increase costs by not defining expected hours worked for both employee and supervisor
10:21-10:25	How poorly written job descriptions can increase the number of Variable Hour Employees
10:26-10:30	What data must be tracked for determining Applicable Large Employer status
10:31-10:35	What data must be tracked for determining FT status and eligibility for group health plan
10:36-10:40	What data must be tracked for determining Affordability based upon wages or safe harbor methods
10:41-10:45	What data must be tracked for employers with 50+ employees beginning January 1, 2015 and reported in 2016
10:46-11:00	Applicable Large Employer Reporting requirements

Level: All Levels

Target Audience:

- Employee Benefits Professionals
- Account Manager
- Account Executives
- Agency Marketing