

HR Compliance Through the Employee Lifecycle

HR compliance starts and ends with ensuring employee well-being. The legislation included here represents the hundreds of federal employment laws HR professionals must navigate throughout the employee lifecycle.



Talent Acquisition

Laws enforced by the Equal Employment Opportunity Commission (EEOC) include:

- Civil Rights Acts of 1964, 1991
- Pregnancy Discrimination Act
- Equal Pay Act (EPA)
- Age Discrimination in Employment Act (ADEA)
- Americans with Disabilities Act (ADA)

The 10 highest settlements for employment discrimination cases in 2022 totaled

\$597 million



Payroll

- Fair Labor Standards Act (FLSA)
- Federal Insurance Contributions Act (FICA)
- Federal Unemployment Tax Act (FUTA)
- Consumer Credit Protection Act (CCPA) (wage garnishments)

Note that many states and local jurisdictions also have pay rate and method regulations.

Willful violations of the FLSA may result in criminal prosecution and the violator fined up to

\$10,000



Onboarding

- I-9 Employment Eligibility Verification (U.S. Citizenship & Immigration Services)
- Occupational Safety & Health (OSH) Act

Penalties for substantive and uncorrected I-9 technical errors range from

\$252 – \$2,507

for the 1st offense



Benefits Administration

- Family and Medical Leave Act (FMLA)
- Affordable Care Act (ACA)
- Consolidated Omnibus Budget Reconciliation Act (COBRA)
- Employee Retirement Income Security Act (ERISA)
- Health Insurance Portability and Accountability Act (HIPAA)
- Genetic Information Nondiscrimination Act (GINA)

The FMLA has been used nearly

463 million

times by working people who needed to care for their own health or the health of their families



Performance & Compensation

- Fair Labor Standards Act (FLSA)
- Equal Pay Act (EPA)
- National Labor Relations Act (NLRA) (collective bargaining)

In 2021, employers paid almost

\$139 million

in back wages for overtime violations



Learning & Development

While there are no federal laws that require all employers to offer specific employee training, the EEOC recommends regular, interactive training to prevent sexual harassment.

Between FY 2018 and FY 2021, the EEOC recovered

\$299.8 million

for individuals with sexual harassment claims



Separation

Worker Adjustment and Retraining Notification (WARN) Act

An employer that violates the WARN Act is liable to each affected employee for an amount equal to back pay and benefits for the period of violation up to

60 days

An integrated HR and payroll software system makes compliance easier because everything is connected to a single employee record. From employment verification to retirement, find out how **Paylocity's Compliance Dashboard** simplifies compliance management across the employee lifecycle.

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