

# **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)

in 2022 totaled \$597 million

The 10 highest settlements for

employment discrimination cases





**Payroll** 

- Federal Insurance Contributions Act (FICA)
- Federal Unemployment Tax Act (FUTA)

Fair Labor Standards Act (FSLA)

- 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



Onboarding

• Occupational Safety &Health (OSH) Act

(U.S. Citizenship & Immigration Services)

• I-9 Employment Eligibility Verification

Penalties for substantive and uncorrected I-9 technical

errors range from

for the 1st offense



**Benefits Administration** 

- Consolidated Omnibus Budget Reconciliation Act (COBRA) • Employee Retirement Income Security
- Act (ERISA) Health Insurance Portability and Accountability Act (HIPAA)
- Genetic Information Nondiscrimination Act (GINA)

times by working people who needed to care for

their own health or the

health of their families

The FMLA has been used nearly



### • Fair Labor Standards Act (FSLA) • Equal Pay Act (EPA)

**Learning & Development** 

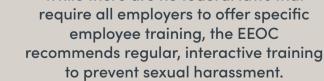
**Performance & Compensation** 

(collective bargaining)

In 2021, employers paid almost

in back wages for

overtime violations



## While there are no federal laws that

employee training, the EEOC

require all employers to offer specific

Between FY 2018 and FY 2021, the

EEOC recovered

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

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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