



Compliance, Control and Costs: The Three C's of Workforce Management

Presented by:

Rep Name

Rep Title

TimeClock Plus

Introduction

Is your organization prepared for the coming Department of Labor (DOL) changes?

Increased federal and state labor regulations, coupled with restrictive budgets has made employee management and compliance particularly challenging for organizations across the board.

Learn how DOL compliance could affect your organization, and gain valuable insight on how the right labor management tools can ensure compliance with FLSA, FMLA, and ACA while simplifying and improving your workforce management process.

Is Your Organization at Risk?

DOL Compliance

- FMLA, ACA, and FSLA Compliance
- History

Implications: How can this affect your organization?

- Lawsuits
- Bottom Line

How can you prepare?

- Automated Time & Attendance Tracking
- Audit Ready
- Stay Current

Compliance

FMLA, ACA, and FLSA Compliance

Family & Medical Leave Act (FMLA) The FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave.

Affordable Care Act (ACA) Under the ACA a business that employs fifty full-time employees could face penalties and fees of \$40,000 or more while still left with the task to determine which employees need coverage

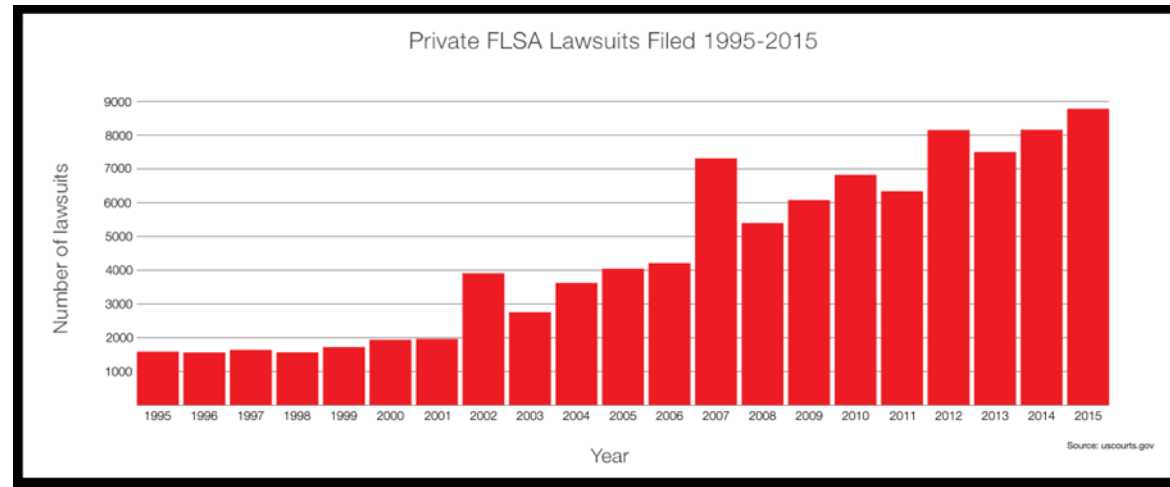
Fair Labor Standards Act (FLSA) Wage and Hours Lawsuits Are Up 456%. In 2016 lawsuits brought by employees against employers reach a record high of 8,954 cases (Source: US Courts) Up more than 450% since 1995, when just 1,580 lawsuits were filed.



Compliance

History

- \$1.2 Billions in back wages recovered in the last 5 years
- \$266 Million in 2016 alone
- \$1,801,162 in back wages for FMLA
- Wage and Hours is one of the fastest-growing areas of litigation



Costs: How can this affect your organization?

Lawsuits

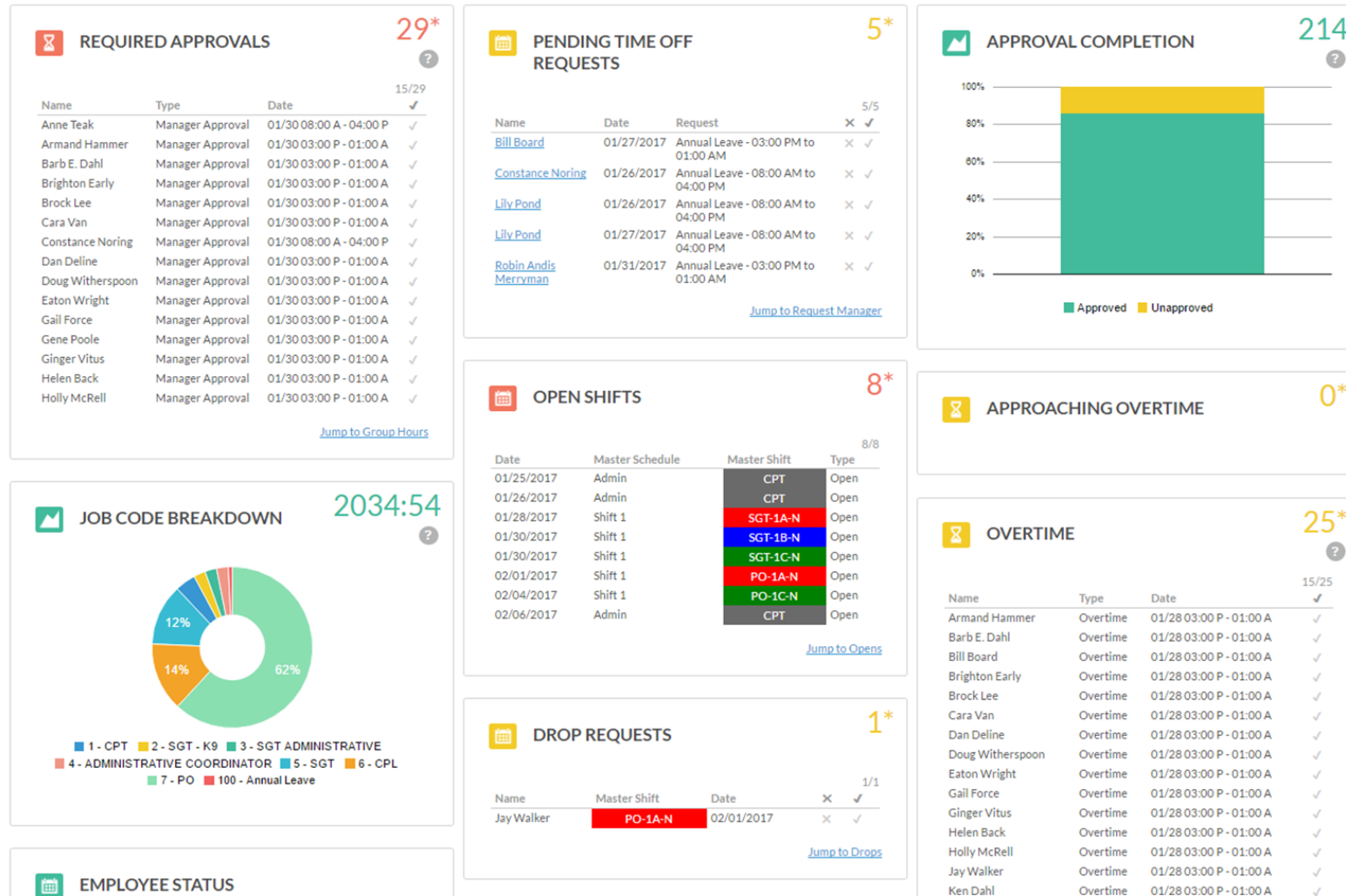
- 283,677 employees receiving back wages in 2016
- 1,112,939 enforcement hours
- Over 1,200 complaints in 2016 for non-compliant FMLA
- \$171,917,225 in Overtime back wages alone for 2016

Costs: How can this affect your organization?

Bottom Line

- On average it takes 121 days to resolve one complaint
- APA Reports that 75% of businesses are affected by time theft
- Buddy Punching accounts for approximately 2.2% of Gross Payrolls

Control: How Can You Prepare?



Control: How Can You Prepare?

Automated Time & Attendance Tracking

Handle complex tracking requirements

- Overtime Calculations
- Salaried employees (exempt & non-exempt)
- Integrated scheduling
- Automated, pro-active reports
- Real-time labor costing
- Administrator Workflows

Accurately track time worked to ensure compliance with FMLA, ACA, and FSLA

Control: How Can You Prepare?

Audit Ready




- Audit Trail
- Automated Reports
 - Record of All Punches
- Electronic Approval Process
 - Employee Approvals
 - Manager Approvals


HOURS AUDIT LOG ☆

Options Download ? Feedback




Group by Employee Id ▾ ☒ Search on dates edited ☐ Search on segment times

Employee Filter Job Code Filter Advanced Filter

1/11/2015  to 2/28/2015  Manual  Update

Search  [Expand all](#) [Collapse all](#)

Showing 3 records of 3

	Time edited	Employee name	Time in	Time out	User name	Feature	Reason
- 3 - Christian Kelly							
	1/12/2015 05:51 PM	Christian Kelly	12/10/2014 06:03 PM	12/10/2014 06:03 PM	ADMIN	Manage Hours	Deleted Segment
	1/12/2015 05:51 PM	Christian Kelly	12/10/2014 06:03 PM	<< Clocked In >>	ADMIN	Manage Hours	Deleted Segment
	1/15/2015 10:10 AM	Christian Kelly	1/15/2015 09:00 AM	<< Time sheet >>	ADMIN	Manage Hours	Added Segment

Control: How Can You Prepare?

Stay Current

- Make sure you are up-to-date on DOL regulations and coming changes.
- Follow trends of leaders in your industry.
- Make sure your software is updated to ensure compliance with current regulations.



Summary

The risks are too high to let your organization be caught off guard by state and federal compliance rules. Get your organization compliant and audit ready today by automating your time and attendance process.

Thank you

[Name]

[Title]

TimeClock Plus

[email]