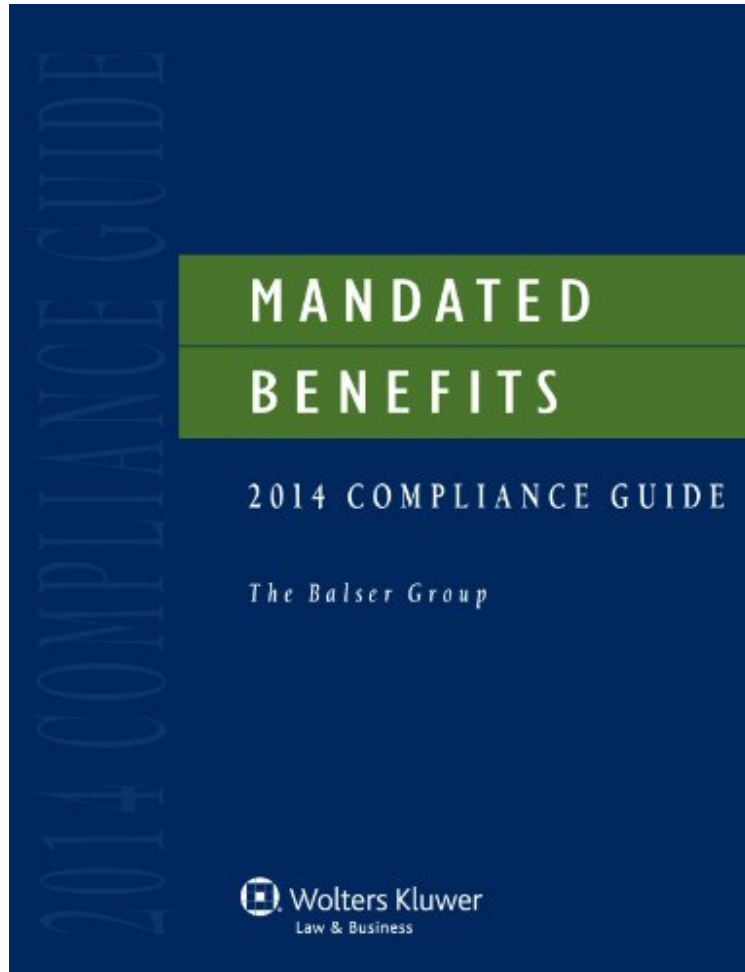


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## Mandated Benefits Compliance Guide, 2014 Edition with CD

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Mandated Benefits 2014 Compliance Guide is a comprehensive and practical reference manual covering key federal regulatory issues that must be addressed by human resources managers, benefits specialists, and company executives in all industries. Mandated Benefits 2014 Compliance Guide includes in-depth coverage of these and other major federal regulations: Patient Protection and Affordable Care Act (PPACA) Health Information Technology for

Economic and Clinical Health (HITECH) Act Mental Health Parity and Addiction Equity Act (MHPAEA) Genetic Information Nondiscrimination Act (GINA) Americans with Disabilities Act (ADA) Employee Retirement Income Security Act (ERISA) Health Insurance Portability and Accountability Act (HIPAA) Heroes Earnings Assistance and Relief Tax Act (HEART Act) Consolidated Omnibus Budget Reconciliation Act (COBRA) Mandated Benefits 2014 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation. It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems. Throughout the Guide are numerous exhibits, useful checklists and forms, and do's and don'ts. A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company's level of regulatory compliance. The Mandated Benefits 2014 Compliance Guide has been updated to include: Updated best practices for organizing the human resources department Information on Federal Insurance Contributions Act (FICA) and severance pay New regulations and guidelines for health care reform as mandated by the Patient Protection and Affordable Care Act (PPACA) New information on de-identified protected health information (PHI) and the effect of the omnibus final rules on business associates and notification requirements in case of a breach of PHI Information on the revised model election notice as required under PPACA A completely revised section on the final rules implementing HIPAA's nondiscrimination requirements for wellness programs and updated information on providing employee benefits to legally married same-sex couples based on the Supreme Court's decision in *United States v. Windsor* A new section on the ADA's direct threat provisions Updated information on caregiver leave under military family leave and survey data regarding the FMLA's impact Updated information on completing the newest Form I-9 and the E-Verify system The OFCCP's final rules for developing and implementing AAPs for veterans and individuals with disabilities and new policy directive for compensation compliance evaluations A new section on bring your own device to work and its impact on employee privacy Information on the final rule revising the hazard communication standard, and the requirements for safety data sheets, which will replace material safety data sheets New information on medical marijuana in the workplace