Navigating the Unpredictable Labor Compliance Landscape

COMPLETE PAYROLL SOLUTIONS

How an Automated HCM Solution Helps Healthcare Organizations Manage Regulatory Risk

Labor compliance is risky business. Healthcare organizations need to comply with constantly shifting labor laws and regulations — FLSA, FMLA, ACA, overtime, minimum wage, meal breaks, and more — at the federal, state, and local levels. Organizations that operate across multiple geographies face even greater complexity. It's important to stay on top of legislation because noncompliance can result in costly fines and litigation that jeopardize already thin profit margins.
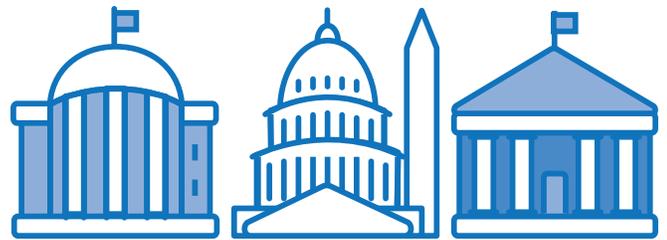
Managing compliance
is an uphill battle.

The Department of Labor administers more than

180 federal laws —
and there are **state and local regulations too.**

Regulatory changes
can become law in as little as

60 to 90 days,
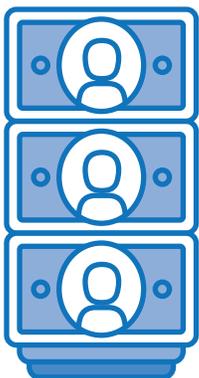giving employers **limited time to update their policies**

2 out of 3
HR and payroll leaders say they expect compliance to become **even more complex.**

Keeping up with regulatory change
is expensive.

54%
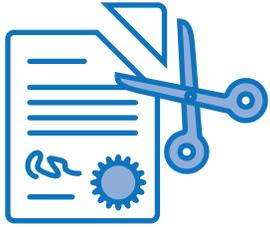of HR and payroll leaders surveyed say it costs as much as

$100,000
to prepare for each workforce-related **regulatory change.**

68%
say compliance has become **more expensive in just the last year.**

Noncompliance is risky business.

58% of HR and payroll professionals surveyed say they've **seen colleagues cut corners** when it comes to compliance.

The average **cost to defend** an FMLA lawsuit is

$78,000

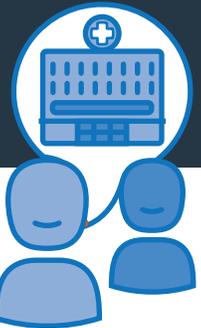The **median judgment** for employment lawsuits that go to trial is about

$200,000

1 in 4
employment cases result in a **judgement of**

$500,000 or more.

An HCM system can help.

59% of HR and payroll professionals **rely on their HR/payroll system vendor for legislative updates.**

HCM automation streamlines compliance management.

Organizations that use a fully integrated HCM solution see:

Time to track and manage **ACA**	⬇	**80% - 90%**
Time to track and manage **FMLA**	⬇	**40% - 60%**
Time to track and manage **FLSA**	⬇	**35% - 50%**