

August 2016 Newsletter Integrated Outsourced HR Services Tailored to your Needs

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Dear ,

Welcome to HR Knowledge's August 2016 Newsletter! While summer is winding down, new regulations and procedures that could affect your business are starting to heat up. Keep cool and check out our latest blog posts to stay informed, and don't forget to join us on our August 25th webinar with Littler Mendelson P.C. to be in the know regarding upcoming FLSA overtime changes!

Sincerely,
HR Knowledge, Inc.

Get the Facts on New FLSA Overtime Rule Changes

The Department of Labor has announced the "Final Rule" changes regarding exemption from overtime rules, and employers have until December 1st to be compliant.

[Read More](#)



100 Days Until New Overtime Rules - Is Your Company Ready? Join Our Upcoming Webinar!

HR Knowledge will host guest speaker **Adam Forman**, Shareholder/Attorney, from Littler Mendelson P.C. as we explain all the information and tools you need to make sure your business complies with the DOL's new overtime restrictions. You'll learn about the new regulations, why they matter to your business, potential challenges in implementing them, and the key changes in these laws, including minimum salary level, non-discretionary bonuses, and employee classification rules. Registration is free!

[Register today!](#)



Feeling Overwhelmed with Payroll Regulations?

Consider outsourcing your payroll! Check out our latest blog post and learn about how outsourcing your company's payroll can save you time and headaches.

[Read More](#)

Mandatory Posting Update: District of Columbia New Labor Law Postings Required

The District of Columbia has a new posting requirement to reflect recent legislative changes including Minimum Wage Posting, Accrued Sick and Safe Leave Act Posting, and Child Labor Posting.

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Are You Compliant with Massachusetts Pay Frequency Requirements?

Did you know that in addition to the rules set forth by the DOL and the Fair Labor Standards Act, most states have pay frequency and timekeeping laws employers must follow?

[Read More](#)

New York Passes Nation's Strongest Paid Family Leave Program

New York is joining and exceeding three other states in implementing up to 12 weeks of paid time off to bond with a new child or care for a seriously ill family member.

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The Hows and Whys of Outsourcing Payroll

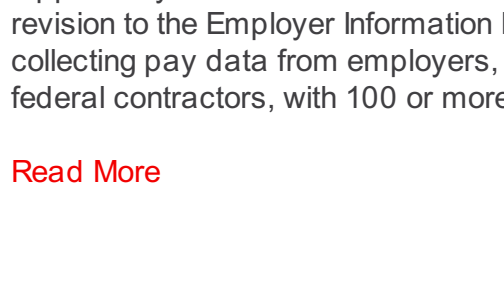
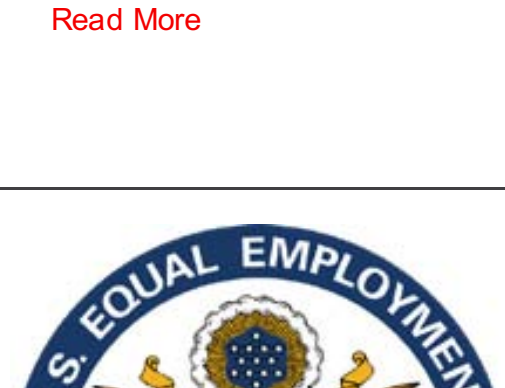
Some companies have dedicated payroll departments while others find it helpful to outsource this function to one of many companies that specialize in payroll. How do you know which option is right for you?

[Read More](#)

EEOC Announces Proposed Addition of Pay Data to Annual EEO-1 Reports

On January 29th, 2016, the U.S. Equal Employment Opportunity Commission announced a proposed revision to the Employer Information Report to add collecting pay data from employers, including federal contractors, with 100 or more employees.

[Read More](#)



How Does Lunch Break Fit Into Your Company's Overtime Rules?

A recent Massachusetts Appeals court decision shows how important it is for employers to keep accurate time and attendance records in order to track proper overtime compensation.

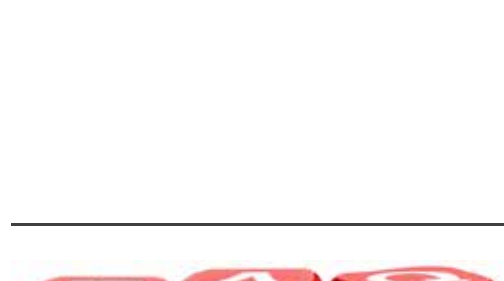
[Read More](#)

HR member perks

Perk of the Month!

HR Knowledge has collaborated with BJ's Wholesale Club to provide our clients' employees with a discount on membership. Save \$15 off the \$50 Inner Circle annual membership or save \$25 off the \$100 rewards membership!

Please contact [our perks department](#) for membership information.

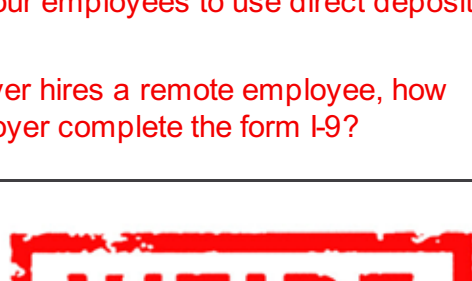


Do we need to pay our hourly employees for "off-duty" emails?
Can we require our employees to use direct deposit?
When an employer hires a remote employee, how should the employer complete the form I-9?

HR Knowledge and Our Clients Are Hiring!

If you or someone you know is seeking employment then you're in the right place! HR Knowledge not only is seeking qualified and talented people to join our staff but also for our clients.

[Please view our current job openings!](#)

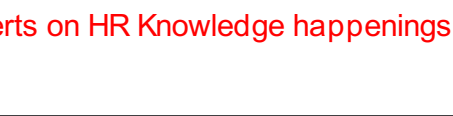


HR Advice When You Need It

Are you a full-service client with an HR question?
[Ask one of our expert HR advisors!](#)

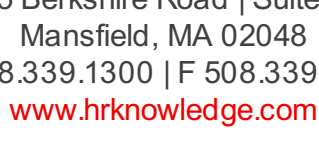
Not a client of HR Knowledge but have an HR question?
Our HR team provides expert, practical human resource guidance to business of all sizes. To learn more, [please send us an email.](#)

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About HR Knowledge, Inc.

Founded in 2001, HR Knowledge, Inc. is a privately funded company that provides Integrated Outsourced HR Services tailored to your needs. Our full array of human resource offerings includes managed payroll, employee benefits administration, and HR consulting and support services, such as training, compliance, and Hiring Process Management™, our specialized recruitment service that covers everything from finding and screening candidates to onboarding new employees. Our major markets are fast-growing small- and medium-sized businesses, many of which are venture-capital-backed; foreign companies expanding into the states; and certain key education markets including charter schools and nonprofit enterprises. Partnering with HR Knowledge can reduce your administrative costs, minimize your legal risk, help you find and develop talent, and free you up to focus on your core business.