



## REGULATORY TRENDS THAT WILL AFFECT TIME & ATTENDANCE MANAGEMENT

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Just as technology was making time and attendance management easier for HR and payroll departments everywhere, the recent amplification of labor regulations means there won't be any real respite for them. Calculating hours worked and dispensing pay may have gotten simpler; however, tracking those hours and avoiding inadvertent regulation violation is anything but simple.

The Fair Labor Standards Act (FLSA) isn't new, but it precisely prescribes standards for wages and overtime pay, which affect most private and public employment. It requires employers to pay covered employees who are not otherwise exempt at least the federal minimum wage and overtime pay of one-and-one-half-times the regular rate of pay.

The Family and Medical Leave Act (FMLA) requires employers of 50 or more employees to give up to 12 weeks of unpaid, job-protected leave to eligible employees for the birth or adoption of a child or for the serious illness of the employee or a spouse, child or parent. And the Patient Protection and Affordable Care Act (PPACA, also known as health care reform) formally defines full-time employees as those who work 30 hours a week on average. It also requires all large employers to carefully track, record and report to the IRS annually whether each employee worked full-time or not during each month starting in 2014.

These regulatory trends are creating risks for companies that rely on manual time and attendance tracking. There's always a risk that poorly tracked data or lax policies can lead to legal action that costs many times more than a system that will help enforce compliance. It's simply safer to automate the process with a solution from F&E to avoid costly non-compliance issues.

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