



The Fall Season Has Arrived...

Fall 2015



Compliance Corner

EEO-1/Vets Reporting due September 30, 2015

Reminder that if you are an employer with 100 or more employees or a Federal Contractor or Sub-Contractor you are required to submit your EEO-1 data by September 30th of each year. For Federal contractors the Vets 100 and 100A form has been replaced with Vets-4212 form.

2016 ACA Reporting

If your company is having difficulty in trying to get everything done in time to comply with the Affordable Care Act's reporting deadlines, you may not have to....

IRS states that there is a 30-day reprieve from the ACA reporting requirements available. In order to take advantage, employers must use Form 8809 (Application for Extension of Time to File

Where Did The Time Go?

The weather still is beautiful, but the long carefree days of summer are over. A change in season usually sparks changes in a company. A company has cycles as with the seasons. It could be reorganization changes or different business practices as we head into the 4th Quarter. What are your top priorities for the end of year?

Whatever is on your plate, New Life HR Solutions has over 30 years of expertise in all areas of Human Resource Management and can help you maneuver through the myriad of laws and regulations that you have to comply with.....and ultimately allow you to focus on your core business.

Contact us for a free consultation and let our experienced staff of Human Resource Consultants take these worrisome issues off your hands.



*Lucille Mavrokefalos
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Information Returns) and submit it by the reporting deadline. This applies to Forms, 1094-B, 1094-C, 1095-B and 1095-C. The forms that you need to provide employees are 1095-C for insured plans with a deadline to file of Feb. 1, 2016 and 1094-C for insured plans to the IRS by Feb. 29, 2016. Remember this filing requirement only applies to ALE (Applicable Large Employers) which is 50 or more.

If your company will be filing more than 250 or more returns for 2016, the IRS requires you to do it electronically.

NYC to Ban Employer Pre-Offer Inquires about Applicant Criminal Records

NYC Mayor Bill de Blasio signed a new law prohibiting public and private sector employers from inquiring about a job applicant's criminal record history before making a conditional offer of employment. Known as the Fair Chance Act. This goes beyond "Ban the Box" already in place in NYC.

NYC Employers Required to Offer Pre-tax Transit Benefits - 295-A

NYC companies with 20 or more full-time employees will be required to offer pre-tax transit benefits effective January 2016. Companies that do not comply will be subject to a civil penalty, but will have 90 days to fix the violation before it is imposed.

For more information and guidance in all areas of Human Resource Management and Compliance contact us for a free consultation:

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With Fall Brings Benefit Renewal Time.....

Looking for a new Broker? The questions you need to ask when looking for a new Broker:

Between Obamacare's compliance challenges and the growing need for quality benefits to recruit and retain employees, the demand for skilled and knowledgeable benefit brokers has grown in recent years.

Here is a checklist taken from HR Morning publication when you are either reviewing your current broker's performance or looking to enlist the services of a new one.

1. Does the broker have solid references?
2. Does the broker have a comprehensive understanding of all plan designs.
3. Is there a good variety of different plan choices?
4. Can the broker answer questions about federal and state regulations?
5. Can the broker provide practical, real world info on Obamacare's impact on your workforce.
6. How dedicated will the broker be to your company's specific needs?
7. Is the broker willing to participate in education meetings and handle data-management processes?
8. How often does the broker check-in/what are his or her preferred communication methods?
9. What type of cost-sharing and administrative help does the broker provide?

If your current broker or the broker you are considering cannot fill all of these requirements, then you need to shop for one that does.

Religious Accommodation Brain Teaser

You run a 24 hour/7day a week call center. On the application form, you ask applicants for their availability throughout the week. Once hired, an employee lets you know that they cannot work on Sundays for religious reasons. The Company policy states all employees will rotate to work weekends and no accommodation will be made for any reason. While you can probably accommodate the employees request, you are worried that other employees will complain that the accommodation is unfair and that employee morale will be affected.

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How should you handle the situation?

1. You must accommodate the employee.
2. You cannot accommodate the employee - it clearly states in your policy that no exceptions.
3. The employee did not indicate their need for an accommodation and lied on the application therefore, you deny the accommodation.

Answer: 1. -According to the EEOC, refusing to accommodate an employee's sincerely held religious beliefs or practice would be discrimination based on religion under Title VII unless the accommodation would impose an undue hardship.



New Life HR Solutions' is a Human Resource consulting firm founded in 2011 by Lucille Mavrokefalos. Our mission is to provide superior service and legal compliance guidance in the areas of compensation, benefits recruitment, employee relations, employee handbooks, policies procedures and strategic planning to small and mid-sized businesses. New Life HR Solutions will work on a project basis or provide HR Management support on or off-site where little or no HR function exists.

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