



Happy Holidays!

December 2016

Year-end Reminders

2017 ACA Reporting

If you are an ALE (Applicable Large Employer) of 50 or more employees you are required to file Form 1095-C to each ACA full-time employee and a 1094-C to IRS. On November 18, 2016 the IRS issued an extension for 1095-C forms to March 2, 2017. The due date for filing with the IRS remains Feb 28, 2017 (March 31, 2017 if filing electronically). For more information and assistance, contact New Life HR Solutions

Dear Friends, Clients and Colleagues,

As the holiday season quickly approaches, we'd like to take this opportunity to thank you for your continued support, confidence and loyalty and are extremely grateful to all of you who have placed your trust in us.

May your holiday season and the new year be filled with much joy, happiness and success.

We look forward to working with you in the coming year and hope our business relationship continues for many years to come.

All the best to you and your family,

Lucille Mavrokefalos



**DOL FINAL Rules
Regarding Employee
Overtime Eligibility
Temporarily Halted**

If you have been readying for the Department of Labor rule regarding employee overtime eligibility which was to go into effect on Dec. 1 2016, you can rest easy as a Texas state court filed a temporary injunction halting the rule to go into effect as expected. The DOL has filed an appeal, however, don't expect anything to be done before the end of the year. We will all have to wait and see what the new Republican Administration does with this rule. Stay tuned. My recommendation is if you have already communicated changes to employees, changed classification, increased salary to the new threshold, etc, I would not suggest you undo what you did, as this still may move forward. Stay tuned....

**Minimum Wage & Salary
Threshold Increase for
NYS**

Keep in mind even though the Federal Threshold is not changing from \$455 per week, New York State has increased the salary threshold for exempt employees effective 12/31/16.

New York City:

- Employers with 11 or more employees - \$825 per week
- Employers with 10 or fewer employees - \$787.50 per week.

**Nassau/Suffolk/
Westchester Counties:**

All employers - \$750 per week

**Outside Nassau/Suffolk/
Westchester Counties:**

All employers - \$727.50 per week

**In addition the Minimum
Wage in NY will increase as
of 12/31/16:**

New York City:

- Employers with 11 or more employees \$11.00 per hour
- Employers with 10 or fewer employees: \$10.50 per hour
- Fast Food employees: \$12.00 per hour

*President & Founder
New Life HR Solutions*



***'Tis the season to be jollyand to end the
year some humor from HR which I came
across on the internet:***

I know that many of you have read the letter from HR regarding a holiday party, which is quite comical in a realistic sense, as all of us who are HR or run a company can truly understand all the pain we go through in planning an event for the company in order to make everyone happy.

This particular letter I chose to put in my newsletter this holiday season, is a staff memo from a new HR Manager and is quite humorous - I hope you enjoy it!

Dear Staff,

I would like to advise you that you should come to work dressed according to your salary.

If we see you wearing Prada trainers & carrying a Gucci bag we assume you are doing well financially and therefore you do not need a pay raise.

If you dress poorly, you need to learn to manage your money better, so that you may buy nicer clothes and therefore you do not need a pay raise.

If you dress in-between, you are right where you need to be and therefore you do not need a pay raise.

SICK DAYS:

We will no longer accept a doctor statement as proof of sickness. If you are able to go to the doctor, you are able to come to work.

SURGERY:

Operations are now banned. As long as you are an employee here, you need all your organs. You should not consider removing anything. We hired you intact. To have something removed constitutes a breach of employment.

PERSONAL DAYS:

Each employee will receive 104 personal days a year.

They are called Saturday & Sunday.

HOLIDAYS:

All employees will take their vacation at the same time every year.

The holidays are as follows: January 1 & December 25

BATHROOM USE:

Entirely too much time is being spent in the bathrooms. In the future, we will follow the practice of going in alphabetical Order. For instance, all employees whose names begin with 'A' will go from 8:00 to 8:20, employees whose names begin with 'B' will go from

Nassau/Suffolk and Westchester Counties:

All employers: \$10.00 per hr.

Upstate New York:

All employers - \$9.70 per hr

California and some other states have a minimum wage increase as of 1/1/17. If you would like to check your state to see if you are in compliance with Minimum Wage click on the link below.

Keep in mind that some states' increase in minimum wage affect the administrative and executive salary threshold for exempt status. For more information on whether your state is affected, contact New Life HR Solutions or go to:

[State Minimum Wage Rates](#)

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

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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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8:20 to 8:40 and so on. If you're unable to go at your allotted time, it will be necessary to wait until the next day when your turn comes again.

In extreme emergencies, employees may swap their time with a co-worker. Both employees' supervisors must approve this exchange in writing. In addition, there is now a strict 3-minute time limit in the stalls. At the end of three minutes, an alarm will sound, the toilet paper roll will retract, the ' trap' door will open and a picture will be taken.

After your second offence, your picture will be posted on the company bulletin board under the ' Chronic Offenders' category.

LUNCH BREAK:

Skinny people get 30 minutes for lunch as they need to eat more so that they can look healthy.

Normal size people get 15 minutes for lunch to get a balanced meal to maintain their average figure.

Fat people get 5 minutes for lunch, because that's all the time needed to drink a Slim Fast and take a diet pill.

Thank you for your loyalty to our company. We are here to provide a positive employment experience. Therefore, all questions, comments, concerns, complaints, frustrations, irritations, aggravations, insinuations, allegations, accusations, contemplation, consternation and input should be directed elsewhere.

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