

Labor Compliance Services

Every business is responsible to have in place practices, policies and procedures in compliance with all federal, state and local employment regulations. This task sometimes can be very challenging as nowadays there are so many rules and regulations, which also change periodically. Even a subtle change in a law, can imply a big change in the internal company's policies and procedures.

Trying to keep up with all the changes in regulations on your own, maintaining files in check, and creating the necessary reporting has proven to be a difficult task, as missing one small step can result in inspections and fines.



Our Labor Compliance Services are designed to help our clients review all their labor company policies, legal requirements, documentation, and procedures in place to ensure that not only they meet all regulatory statutes, but also that there is a strong foundation capable to scale and still remain in compliance over time.

The ADP Research Institute, on its study 'HR Compliance: Ever-Changing Employment Laws Present Challenges for Small and Midsized Companies', concluded that:

"Managers in small and midsized businesses express concerns about the business ability to comply with highly complex, ever-changing HR laws and employment laws today and into the future"

Concerns about Labor compliance are not unfounded, as 52% of midsized companies report at least one recent incident related with complaints, charges or lawsuits. Most businesses do not become proactive in compliance until they have been in a violation situation, but that does not have to be the case.

Labor Compliance services help companies to become more efficient, reduce risks, and improve cost.



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FEATURES

- Reduce Risk of Inspections
- Avoid Fines and Penalties
- Ensure Reporting Accuracy
- Improves Access to Records
- Optimizes Department Costs
- Creates a Fair Environment
- Reduces Claims

COMPANY SUMMARY

BINNACLE Consulting Group is a management consulting firm offering tailored value-driven solutions. We look at things from another point of view than the traditional approach, as we apply a broad understanding of the local and global marketplace while using technologies, strategy, and outsourcing as facilitators to help our clients reach their unique goals.

CONTACT

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Expert talent at your service

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Compliance Analysis

A Compliance Analysis serves to identify any gaps or lapses and to define and implement corrective actions. Our team of experts is trained and prepared in identifying and correcting compliance issues avoiding future problems for your business. This will make your business more efficient, and will reduced your risk exposure, ultimately allowing you to optimize costs.



- Expertise
- Risk mitigation
- Corrective plan
- Compliance with Federal & State Labor laws
- Reporting
- On-going support to maintain in compliance

Employee Records. One of the most overlooked issues is to properly maintain and storage employee records. There are multiple legal requirements associated with maintenance of records. For instance, some documents must be classified in a certain way, based on their nature, while others in another way.

Policies and Procedures. With so many laws and regulation, just to name a few federal ones FLSA, OSH, LHWCA, EEOICPA, FECA, BLBA, ERISA, COBRA, HIPPA, LMRDA, CPCA, FMLA, INA, WARN... plus the state ones, business must have policies and procedures in place that are in compliance with every single detail of each law, and those should be clearly defined in writing and accessible to all employees.

Company Benefits. Having a competitive benefits package is just the tip of the iceberg. As well as in all labor areas benefits are subject to compliance, especially with the introduction of the Affordable Care Act. How to maintain records, how to create reports and when, what programs and limits are offered, all these and many more issues make company benefits an area of special attention.

Employee Relations. From the time a business has an opening, and through all the work-life of an employee going through hiring, employment, and termination, business are exposed to multiple levels of requirements and obligations. This area is the one that can become the most dangerous for a business, therefore it is very important that every step is carefully analyzed and checked for compliance.

Compensation. Companies must compensate their employees adequately, but beyond than that there are certain criteria that business must comply. For instance, certain business have to do some reports about the categories and demographics of their employee base. Also, having compensations determining factors and programs for development in place can help a company comply with labor requirements.

Pricing

The service is offered as a one-time analysis, with an option to engage on-going service.

Initial Analysis (one-time)		Option On-going Analysis* (monthly)	
Number of Employees	Price per Employee	Number of Employees	Price per Employee
<19	\$299	<19	\$34
20 - 49	\$289	20 - 49	\$29
49- 75	\$269	49- 75	\$24
75-124	\$239	75-124	\$19
>125	\$199	>125	\$14

*Includes: Unlimited Labor Consultations

Prices are subject to change in final offer. For originations with large amount of employees, please contact us for custom offer.