

Compliance for Everyone

Key Rules and Regulations

Compliance rules and regulations affect your entire workforce

Compliance regulations for hourly and salaried employees can be challenging, with varying mandates based on employment status and location. And without the proper insights, information, and tools, you could put your organization at risk for both unnecessary compliance litigation and hefty fines.

As a premium vendor for workforce management compliance, Kronos® can help you apply appropriate policies and rules consistently, fairly, and accurately across hourly and salaried employees alike. With Kronos, your teams can better keep pace with Department of Labor and other government and industry laws and regulations — such as pay equity laws, the Fair Labor Standards Act (FLSA), and more.

When you partner with Kronos, you'll have access to the data and automation that will improve the operational performance of your entire workforce — not just your salaried employees — so you can stay current on proposed compliance changes, updates to existing regulations, and the rollout of new regulations. For more information on how Kronos can help you streamline compliance management, visit <https://www.kronos.com/products/labor-laws-and-issues>.

List of key compliance-related regulations affecting Kronos customers

This helpful list contains common compliance rules and regulations:

Regulation Name and/or Category	Description
Meal and Rest Breaks	While no federal legislation requires employers to adhere to a minimum time for meals or rest periods, individual states have a variety of rules on their books. Learn more.
Occupational Safety and Health Administration (OSHA) Laws	OSHA's mission is to ensure that employees work in a safe and healthful environment by setting and enforcing standards that employers must comply with in addition to the General Duty Clause of the Occupational Safety and Health Act. OSHA requires that employers maintain accurate records of training, certification, and skills status of individuals — and auto-assign individuals based on the requirements of the job; ensure employees have the appropriate breaks and rest between shifts; apply work rules to the number of days worked; schedule the right employees based on Enterprise Resource Planning (ERP) production requirements; give supervisors visibility into line status; enable two-way communication between employee and employer; customize questions to validate healthy and safety status per shift; and maintain an audit trail for compliance.
Overtime Complexities	Most states follow the federal rules set forth under FLSA, but there are exceptions. Learn more.
Paid Leave Laws	In the absence of federal regulations, a growing number of states and local jurisdictions have passed paid sick leave laws. Learn more.
Pay Equity Laws	The Equal Employment Opportunity Commission uses the EEO-1 report to collect workforce data about an organization's number of employees by job category, sex, and race/ethnicity. The question is, how can you harness your data to identify and build a plan to identify potential pay equity issues within your organization?
Wage Statement Laws	The federal government provides basic guidelines on information that needs to be recorded on an employee's paycheck statement, but some states go beyond standard reporting requirements. Learn more.

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Affordable Care Act (ACA)	According to ACA regulations, an organization must determine which employees are eligible for coverage using the “look-back” period (which is a three-to-12-month timeframe for determining which part-time employees should be reclassified as full-time). Kronos solutions can help provide accurate employee information about average hours worked by analyzing schedules, time records, and benefits enrollment in real time. Learn more.
Foreign Labor Laws	An organization must demonstrate adherence to foreign labor laws and applicable employment agreements, as well as to ever-expanding global policies and extraterritorial laws. As organizations expand to more geographies — each with its own rules and regulations — labor compliance becomes increasingly complicated.
Private Attorneys General Act (PAGA)	The PAGA authorizes aggrieved employees to file lawsuits to recover civil penalties on behalf of themselves, other employees, and the state of California for Labor Code violations. PAGA allows employees to sue for nearly every Labor Code violation, not just serious violations. Learn more.
State and Local Tax Withholding and Reciprocity	When an employee works in one city or state but lives in another, reciprocity agreements may allow an employer to withhold taxes based on residency, not on work location. Knowing which states or cities allow this and which don't can be overwhelming. Learn more.

Kronos does not determine an employer's policies and practices. It is the responsibility of each company or organization to determine how to respond and adapt to legislative changes. Kronos does not give legal advice or guarantee legal compliance. This datasheet is meant to identify the current state of wage and hour compliance laws and how a workforce management solution might help with compliance. Please consult with your legal counsel for advice regarding wage and hour compliance and how your use of Kronos products may affect it.