

CCH AnswersNow!

Your 24/7 access to everyday HR, benefits and payroll compliance issues, including state laws!

This short demo will give you a sampling of the many features available to Mid-Atlantic Employers Association Members.

CCH AnswersNow home page!

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Today's HR Solutions

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HR Compliance Library

- Benefits
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- Discrimination & Retaliation
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- Organizational and Employee Development
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- Staffing
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Hot Docs

- Was denial of tenure after participation in flexible work arrangement discriminatory? - Oct. 10, 2011
- Five tips for better hires - Oct. 3, 2011
- Health benefits for domestic partners subject to federal tax, despite same-sex marriage laws - Sept. 26, 2011
- Must federal contractors post two NLRA rights posters? - Sept. 19, 2011
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- Is laid-off employee entitled to reemployment even though he was removed from recall list while on active duty? - Aug. 29, 2011
- Can an employee drop FSA coverage mid-year? - Aug. 22, 2011
- Must an employer notify employees of break times for nursing mothers? - Aug. 15, 2011
- Can a Facebook posting constitute a "complaint" for purposes of asserting an FLSA

Tools

- Job Descriptions
- Performance Reviews
- Forms, Policies and Checklists
- Sample employee handbook

What's New

OCTOBER 14, 2011

- Riverside County warehouse issued citations for numerous labor violations — CALIFORNIA — Wage payment
- Unemployment Insurance (SC) — Revised 2011 contribution rates
- Employers can benefit from providing paid sick days, MPR says — PRACTICE TIP
- Research finds employee turnover expected to rise in next five years — SURVEY RESULTS
- House hearing on Workforce Fairness Act suggests law could reveal concerns over Board action, possible delay to election process — FEDERAL NEWS
- Liberty University petitions Supreme Court to hear health reform challenge — US SUPREME COURT DOCKET
- Withholding and Reporting -- California third quarter employer newsletter available
- IRS Issuances -- IRS announces new members for ETAAC
- California enacts law designed to prevent patient lifting injuries among health care workers — CALIFORNIA — Workplace safety
- Unemployment Insurance (OK) — 2012 taxable wage base, contribution rates and weekly benefit amount
- Unemployment Insurance — Paul R. O'Brien v. Retro Café None Involved and UIAB
- EEOC may be forced to cope with drop in funding — FEDERAL NEWS

HR Tools on AnswersNow!

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HR professionals need tools at their fingertips – right on the Home screen!

Locate Answers Fast on AnswersNow!

The screenshot shows the MEA website interface. At the top right, there are links for [EMAIL OPTIONS](#), [SETTINGS](#), and [SEARCH TIPS](#). The logo on the left reads "mea midatlantic employers' association Today's HR Solutions". A search bar labeled "Advanced Search" with a "Go" button is positioned on the right. Below the logo, there are four main navigation tabs: **HOME** (underlined), **STATE LAWS**, **FEDERAL LAWS**, and **NEWS**. The "HOME" tab is active, leading to a "HR Compliance Library" section with a list of topics: Benefits, Compensation, Discrimination & Retaliation, Employee Relations, HR Management, Organizational and Employee Development, Safety, Security, Risk Management, Staffing, and Unions. A red arrow points from a yellow callout box to the "Safety, Security, Risk Management" item. To the right, there is a "Tools" section with links for Job Descriptions, Performance Reviews, Forms, Policies and Checklists, and Sample employee handbook. Below that is a "What's New" section dated "OCTOBER 14, 2011" with several news items. At the bottom left, there is a "Hot Docs" section with a list of recent articles. A yellow callout box at the bottom right contains the text: "Browse into HR compliance databases – over 5,200 analysis documents" and "Includes hundreds of sample policies!".

EMAIL OPTIONS SETTINGS SEARCH TIPS

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Today's HR Solutions

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table
care

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- EEOC may be forced to cope with drop in funding — FEDERAL NEWS

Daily News to Help You Stay Compliant!

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Daily news covering Federal and State employment law changes!

- Must an employer notify employees of break times for nursing mothers? - Aug. 15, 2011
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Hot Documents and FAQ's

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CCH editors focus you on important issues!

Search State Laws – or Browse Individual States!

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STATE LAWS

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Enter keywords to search across selected states:

- This searches across the states you have checked below.
- Click below on any state to browse/search its contents.
- Broaden or narrow your results by changing which states are included in the search.

Global search is always available!

Select a State or Territory

- | | | | |
|--|---|--|--|
| <input checked="" type="checkbox"/> Alabama | <input checked="" type="checkbox"/> Illinois | <input checked="" type="checkbox"/> Montana | <input checked="" type="checkbox"/> Puerto Rico |
| <input checked="" type="checkbox"/> Alaska | <input checked="" type="checkbox"/> Indiana | <input checked="" type="checkbox"/> Nebraska | <input checked="" type="checkbox"/> Rhode Island |
| <input checked="" type="checkbox"/> Arizona | <input checked="" type="checkbox"/> Iowa | <input checked="" type="checkbox"/> Nevada | <input checked="" type="checkbox"/> South Carolina |
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| <input checked="" type="checkbox"/> Connecticut | <input checked="" type="checkbox"/> Maine | <input checked="" type="checkbox"/> New York | <input checked="" type="checkbox"/> Vermont |
| <input checked="" type="checkbox"/> Delaware | <input checked="" type="checkbox"/> Maryland | <input checked="" type="checkbox"/> North Carolina | <input checked="" type="checkbox"/> Virginia |
| <input checked="" type="checkbox"/> District of Columbia | <input checked="" type="checkbox"/> Massachusetts | <input checked="" type="checkbox"/> North Dakota | <input checked="" type="checkbox"/> Washington |
| <input checked="" type="checkbox"/> Florida | <input checked="" type="checkbox"/> Michigan | <input checked="" type="checkbox"/> Ohio | <input checked="" type="checkbox"/> West Virginia |
| <input checked="" type="checkbox"/> Georgia | <input checked="" type="checkbox"/> Minnesota | <input checked="" type="checkbox"/> Oklahoma | <input checked="" type="checkbox"/> Wisconsin |
| <input checked="" type="checkbox"/> Hawaii | <input checked="" type="checkbox"/> Mississippi | <input checked="" type="checkbox"/> Oregon | <input checked="" type="checkbox"/> Wyoming |
| <input checked="" type="checkbox"/> Idaho | <input checked="" type="checkbox"/> Missouri | <input checked="" type="checkbox"/> Pennsylvania | |

Tab search box covers just the States!

Detailed State Law Coverage for all 50 states!

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In all of **Pennsylvania Employment Law Summaries**

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Pennsylvania Employment Law Summaries **¶39-1200 - Wage Payment Law Summaries**

¶39-1200 - Wage Payment Law Summaries

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Pennsylvania, Wage Payment Law Summaries

Pennsylvania's wage payment law is codified in the Pennsylvania Statutes at Title 43, Chapter 8. The full text of this law is available beginning at Wages-Hours ¶39-46,001 . Regulations of Pennsylvania's Department of Labor and Industry pertaining to administration of the Minimum Wage Act of 1968 are located in the Pennsylvania Administrative Code at Title 34, Labor and Industry, Part XII, Bureau of Labor Standards, Chapter 231, Rules 231 through 231.103 (34 Pa. Code Secs. 231 to 231.103). Last amended effective September 8, 2007 (Pennsylvania Bulletin, Vol. 37, No. 36 [37 Pa.B. 4880]).

Each state summary includes a section titled 'What the employer must do' !

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WHAT THE EMPLOYER MUST DO

Form of payment. — Wages must be paid in lawful money of the United States or by check (Sec. 260.3). Direct deposit is permitted, but only with prior written permission of the employee, including a written agreement setting forth the terms and conditions for direct deposit (7 Pa StatAnn, Secs. 6121 and 6122).

Frequency of payment. — (those on an annual salary) month, and the 2nd payment (Sec. 251). Wage may be paid on regular paydays designated in the contract or by custom in the StatAnn, Sec. 260.3). More

Railroad employers. — Unless once each week wages (except 14 days prior to payment (4 be mailed to the employee

Wages may be paid at more

Payment upon discharge. — compensation earned becomes which the wages would otherwise by certified mail (Sec. 260.5

Payment when employee

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Pennsylvania Employment Law Summaries ¶39-1200 - Wage Payment Law Summaries

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Search or Browse full-text Federal Laws – remember these laws are explained on the Home tab along with appropriate forms, sample policies, posters, etc.

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Daily, Weekly and Monthly HR Compliance News!

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[» See All Daily Updates »](#)

Weekly Update – Human Resources

- Oct. 10, 2011
- Oct. 3, 2011
- Sept. 26, 2011
- Sept. 19, 2011

[» See All Updates »](#)

Ideas and Trends

- September Ideas and Trends Newsletter

[» See All Newsletters »](#)

Daily news articles includes tips, surveys, best practices, etc.

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What's New

10/14/2011

Employers can benefit from providing paid sick days, IWPR says — PRAC

Employers can benefit from providing paid sick days, IWPR says — PRACTICE TIP

Two publications released recently by the Institute for Women's Policy Research (IWPR) estimate the costs and benefits of the Denver paid sick days initiative, for both employers and employees. According to IWPR's analysis, the law, requiring business to provide access to paid sick days to their employees, would result in a net savings of \$1.4 million annually for employers, would reduce health care costs in Denver by \$2.6 million annually due to reduced use of hospital emergency departments, and would reduce health disparities between white workers and black and Hispanic workers.

The cost benefits to employers are due largely to savings from reduced turnover. Employees with access to paid sick days cannot be fired, suspended, or otherwise penalized for having to miss work when ill, to seek support services for domestic violence (also called "safe days"), or to care for an ill family member. Adequate time off can also translate into enhanced worker loyalty and satisfaction.

Employees with paid sick days are also less likely to use emergency room care, instead seeking primary care with a doctor or tending to an illness or medical condition before it worsens. With emergency department costs shared among private and public health insurers, IWPR estimates that public health insurance systems funded by Denver taxpayers would save \$866,953 annually from reduced emergency department use if paid sick days were universal, out of a total savings to all insurers and individuals of \$2.6 million annually.

"Paid sick days play an important role in improving workforce stability for businesses and in helping workers care for their families and access health services," said Kevin Miller, Senior Research Associate at IWPR.

Weekly HR summary of changes from CCH editors!

HR Compliance Library Weekly Update This Week'S Update, No. 10, (Oct. 10, 2011)

This Week'S Update, No. 10, (Oct. 10, 2011)

What's New in the HR COMPLIANCE LIBRARY

Here's a brief listing of what is new and what has changed in the HR COMPLIANCE LIBRARY :

State minimum wages. Several states have announced that they will be increasing their minimum wages next year:

- *Montana's* minimum wage will rise from \$7.35 per hour to \$7.65 per hour on January 1, 2012. Montana law requires the state's minimum wage to be adjusted annually based on changes in inflation. The 2012 rate reflects a 3.8-percent increase in the CPI from August 2010 to August 2011.
- The minimum wage in *Ohio* will increase from \$7.40 per hour to \$7.70 per hour, effective January 1, 2012. However, for employees whose employers gross \$283,000 or less per year and for minors 14 and 15 years old, the minimum wage remains tied to the federal rate of \$7.25 per hour.
- *Washington's* minimum wage will rise from \$8.67 per hour to \$9.04 per hour on January 1, 2012. The state recalculates its minimum wage each year as required by an initiative passed by voters in 1998.

The Quick Answers at ¶23,850 , found in the Compensation category under the "Minimum Wages" topic, were updated to reflect the new rates.

Worker misclassification. The IRS has launched a new, voluntary program for employers that have erroneously classified workers as independent contractors in the past. Under the *Voluntary Classification Settlement Program*

Monthly HR Ideas & Trends Newsletter!



Today's HR Solutions

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Ideas and Trends

Ideas and Trends - No. 727 - (Oct. 12, 2011)

Ideas and Trends - No. 727 - (Oct. 12, 2011)

IDEAS AND TRENDS HEADLINES, No. 727, October 5, 2011

- **Printable Version of this Issue**
- **Model for estimating lost wages may be incomplete**
- **Majority of telecommuters work less than eight hours per day**
- **Avoidable benefits mistakes common among workers**
- **Health benefits for domestic partners subject to federal tax, despite same-sex marriage laws**
- **How to prepare for health care benefits changes coming by 2014**
- **What to expect from this year's open enrollment**
- **Expert provides HR with tips for "going green" at work**

Printable Version of this Issue

A printable/downloadable version of this newsletter is available to Internet subscribers only.

[Print Version of this Newsletter](#)

Model for estimating lost wages may be incomplete

Search Results easy to Navigate!

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[STATE LAWS](#)

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Your search (which you may modify here):

Results limited to: **Employee Relations (HRC)**

 Add this search to my stored searches & personal alerts

Results 1 - 20 of 46 matches in [Employee Relations \(HRC\)](#)

[146,841 - Sample Policies: Smoking in the Workplace](#)

146,841 - Sample Policies: **Smoking** in the Workplace The following samples demonstrate how co employees. The samples include: handbook notice addressing workplace **smoking smoking** poli policy prohibiting public **smoking**

[Smoking Rules » Sample Documents - \(8K\) - Open in new window](#)

[145,155 - Tool: Sample Smoking Policy](#)

145,155 - Tool: Sample **Smoking** Policy Explanation. **Smoking** is a hot issue in society today, an stance on **smoking** in the workplace clear. In fact, some states have laws

[Moonlighting and Off-duty Conduct » Sample Documents - \(4K\) - Open in new window](#)

[146,655 - Why Should You Implement a Smoking/no Smoking Policy?](#)

146,655 - Why Should You Implement a **Smoking/no Smoking** Policy? Laws in some states requ employees seem to be in favor of **smoking** restrictions. **Smoking** is a health hazard. **Smoking-**

[Smoking Rules » Quick Answers - \(3K\) - Open in new window](#)

[146,670 - Policy Guidance: Workplace Smoking](#)

146,670 - Policy Guidance: Workplace **Smoking** A ver discussion below first identifies types of workplace **smoking** policies, and then provides a checklist on how to develop

[Smoking Rules » Quick Answers - \(6K\) - Open in new window](#)

[146,713 - Do You Need to Post Your Workplace Smoking Policy?](#)

146,713 - Do You Need to Post Your Workplace **Smoking** Policy? Many states require that employers clearly identify the nonsmoking and **smoking** areas of its workplace with signs. See State Laws for **smoking/no smoking** laws that may apply in your state(s)

[Smoking Rules » Quick Answers - \(2K\) - Open in new window](#)

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#	Title
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47	Ideas and Trends
46	Employee Relations (HRC)
25	Benefits (HRC)
15	Safety, Security, Risk Management (HRC)
14	Staffing (HRC)
6	HR Management (HRC)
6	Organizational and Employee Development (HRC)
4	Compensation (HRC)
3	Maryland Employment Law Summaries
3	Maine Employment Law Summaries
3	Colorado Employment Law Summaries
3	Washington Employment Law Summaries
3	New Jersey Employment Law Summaries
3	Vermont Employment Law Summaries
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Search Results-view databases and specific documents!

Document View with Concise Explanations!

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Employee Relations (HRC)

«Smoking» Rules

Sample Documents

¶46,841 - Sample Policies: «Smoking» in the Workplace

★ First Match

¶46,841 - Sample Policies: «Smoking» in the Workplace

The following samples demonstrate how companies can convey no-«smoking» rules to employees. The samples include:

- handbook notice addressing workplace «smoking»
- «smoking» policy designating «smoking» areas
- «smoking» policy prohibiting public «smoking»
- no «smoking» policy based on safety considerations and coworkers
- no «smoking» policy to comply with local ordinance

Handbook notice addressing workplace «smoking»


«SMOKING»


We have rules about «smoking» that you are expected to follow. These have been established for many reasons. «Smoking» may present a serious fire or public health hazard. It may cause unpleasant odors. It may give the

Bookmark documents for easy retrieval!

Bookmark management - Windows Internet Explorer


http://midatlanticemployers.cch.mediregs.com/cgi-bin/_subs/bkmrk_select_folder_output_form?d=09013e2c8775

 **Step 1: Choose or create a bookmark folder**

 Choose an existing folder in which to store your bookmark:


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- OR -


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(Note: Names may not contain special characters)

Use the default folder for quick setup or create a new folder!

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 **Default**

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Be sure to choose something descriptive so you'll recognize it later ("dietary supplements in FRL" rather than "bookmark1")

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HR Compliance Library

- Benefits
- Compensation
- Discrimination & Retaliation
- Employee Relations
- HR Management
- Organizational and Employee Development
- Safety, Security, Risk Management
- Staffing
- Unions

Tools

- Job Descriptions
- Performance Reviews
- Forms, Policies and Checklists
- Sample employee handbook

What's New

OCTOBER 14, 2011

- Riverside County warehouse issued citations for numerous labor violations — CALIFORNIA — Wage payment
- Unemployment Insurance (SC) — Revised 2011 contribution rates
- Employers can benefit from providing paid sick days, IWPR says — PRACTICE TIP
- Research finds employee turnover expected to rise in next five years — SURVEY RESULTS
- House hearing on Workforce Fairness Act suggests law could reveal concerns over Board action, possible delay to election process — FEDERAL NEWS
- Liberty University petitions Supreme Court to hear health reform challenge — US SUPREME COURT DOCKET
- Withholding and Reporting -- California third quarter employer newsletter available
- IRS Issuances -- IRS announces new members for ETAAC

Hot Docs

- Was denial of tenure after participation in flexible work arrangement discriminatory? - Oct. 10, 2011
- Five tips for better hires - Oct. 3, 2011
- Health benefits for domestic partners subject to federal tax, despite same-sex marriage laws - Sept. 26, 2011
- Must federal contractors post two NLRA rights posters? - Sept. 19, 2011
- How will the discontinuance of paper U.S savings bonds impact financial institutions' affirmative action and reporting obligations? - Sept. 12, 2011

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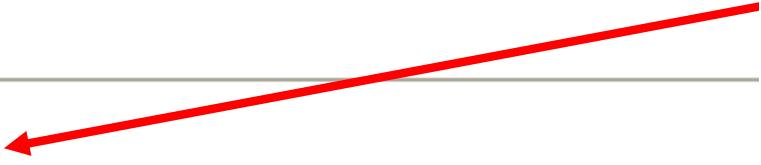
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Bill Harmon at **877-353-4026** or email william.harmon@wolterskluwer.com.

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- Employee Relations (HRC)
- HR Management (HRC)
- Organizational and Employee Development (HRC)
- Safety, Security, Risk Management (HRC)
- Staffing (HRC)
- Unions (HRC)
- HR Compliance Library Weekly Update
- What's New

'Email Options' affects only the delivery of the daily news emails – which is the #1 rated feature on the site!



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What's New for MidAtlantic Employers' Association on Friday, October 14, 2011:
What's New
10/14/2011

- [Liberty University petitions Supreme Court to hear health reform challenge — US SUPREME COURT DOCKET](#)
- [House hearing on Workforce Fairness Act suggests law could reveal concerns over Board action, possible delay to election process — FEDERAL NEWS](#)
- [Research finds employee turnover expected to rise in next five years — SURVEY RESULTS](#)
- [Employers can benefit from providing paid sick days, IWPR says — PRACTICE TIP](#)
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35	Pennsylvania Employment Law Summaries
33	Ideas and Trends
19	Compensation (HRC)
15	Benefits (HRC)
15	Employee Relations (HRC)
11	Staffing (HRC)
7	Discrimination and Retaliation (HRC)
7	Safety, Security, Risk Management (HRC)
6	HR Management (HRC)
3	Organizational and Employee Development (HRC)
3	Unions (HRC)
2	Issues and Answers
2	Employment Practices - Federal Laws and Regulation
2	District of Columbia Employment Law Summaries

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Choose an existing folder in which to store your search:
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- OR -
 Create a new folder named:

(Note: Names may not contain special characters)

Step 2: Name your search and choose e-mail settings

Your search will be stored in the following folder:
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Name this stored search:

Be sure to choose something descriptive so you'll recognize it later (e.g., "dietary supplements in FRL" rather than "search1")

I want e-mail alerts for this search:
 Never Daily **HR Daily** Weekly
You can change your e-mail settings later from the Manage Stored Searches & Personal Alerts tool.

Manage your 'Stored Searches' (alerts)

Edit stored searches for user **harmon**

Folder:

Default ▾

Name	Alerts	Search	Edit	Delete	Last run
Discrimination	HR Daily ▾	<input type="button" value="Search"/>	<input type="button" value="Edit"/>	<input type="button" value="Delete"/>	2011-10-15 16:22
Health Rrform	HR Daily ▾	<input type="button" value="Search"/>	<input type="button" value="Edit"/>	<input type="button" value="Delete"/>	2011-10-15 16:21
Pennsylvania	HR Daily ▾	<input type="button" value="Search"/>		<input type="button" value="Delete"/>	2011-10-15 16:22
Wage	HR Daily ▾	<input type="button" value="Search"/>	<input type="button" value="Edit"/>	<input type="button" value="Delete"/>	2011-10-15 16:21

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Search finds documents containing all the words, and phrases within double-quotes.

Search

Help

Advanced Search



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CCH AnswersNow includes Hundreds of Sample Policies, Forms & Checklists!

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Results 1 - 15 of 163 matches in [Staffing \(HRC\)](#)

[185,000 - Tool: Job Requirements Checklist](#)
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[143,218 - Tool: Checklist of State Law Issues Involving AIDS Test](#)
Pre-employment Testing » Analysis and Guidance - (3K) - [Open in new window](#)

[163,530 - Tool: Checklist for Supervising Telecommuters](#)
Telecommuting » Quick Answers - (3K) - [Open in new window](#)

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[143,274 - Tool: Sample Policy Against the Use of Genetic Information](#)
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[188,242 - Checklist: Checklist for Rif Structuring and Implementa](#)
Reductions in Force » Analysis and Guidance - (6K) - [Open in new window](#)

[188,439 - Tool: Job Reference Policy Guidance](#)
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102	HR Management (HRC)
61	Compensation (HRC)
59	Organizational and Employee Development (HRC)
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CCH AnswersNow includes Employee Handbook tool

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OCTOBER 14, 2011

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Just copy and paste each policy into a Word document

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- Is laid-off employee entitled to reemployment even though he was removed from recall list while on active duty? - Aug. 29, 2011
- Can an employee drop FSA coverage mid-year? - Aug. 22, 2011
- Must an employer notify employees of break times for nursing mothers? - Aug. 15, 2011
- Can a Facebook posting constitute a "complaint" for purposes of asserting an FLSA

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IRS Issuances -- IRS announces new members for ETAAC

California enacts law designed to prevent patient lifting injuries among health care workers — CALIFORNIA — Workplace safety

Unemployment Insurance (OK) — 2012 taxable wage base, contribution rates and weekly benefit amount

Unemployment Insurance — Paul R. O'Brien v. Retro Café None Involved and UIAB

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Select	Name of document	Date	Status
<input type="checkbox"/>	JD-General Foundry Worker	Nov 10, 2009 10:14:14	Complete
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<input type="checkbox"/>	JD-Wireworker	Oct 15, 2009 8:21:30	Complete
<input type="checkbox"/>	JD-Expediter	Oct 14, 2009 8:42:9	Complete
<input type="checkbox"/>	JD-Biologist	Sep 30, 2009 2:26:57	Complete
<input type="checkbox"/>	JD-Welder Fitter	Sep 25, 2009 8:51:34	Complete
<input type="checkbox"/>	JD-Refrigerating Engineer	Sep 8, 2009 10:10:38	Complete
<input type="checkbox"/>	JD-Ticket Agent	Sep 2, 2009 10:30:12	Complete
<input type="checkbox"/>	JD-Insurance Customer Service Clerk	Aug 10, 2009 12:15:29	Complete
<input type="checkbox"/>	JD-Semiconductor Processor	Aug 5, 2009 4:58:32	Complete

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Relevant Performance Competencies have been grouped into suggested "review forms." Select the form you want to use to evaluate this employee.

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Build your own list from 32 available Competencies

In addition to a section for rating competencies, would you also like to enter Goals for the employee?

YES NO

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