Navigating the Unpredictable Labor Compliance Landscape
How an Automated HCM Solution Helps Healthcare Organizations Manage Regulatory Risk

Labor compliance is risky business. Healthcare organizations need to comply with constantly shifting labor laws and regulations — FLSA, FMLA, ACA, overtime, minimum wage, meal breaks, and more — at the federal, state, and local levels. Organizations that operate across multiple geographies face even greater complexity. It’s important to stay on top of legislation because noncompliance can result in costly fines and litigation that jeopardize already thin profit margins.

Managing compliance is an uphill battle.

The Department of Labor administers more than 180 federal laws — and there are state and local regulations too.

Regulatory changes can become law in as little as 60 to 90 days, giving employers limited time to update their policies.

2 out of 3 HR and payroll leaders say they expect compliance to become even more complex.

Keeping up with regulatory change is expensive.

54% of HR and payroll leaders say they spend as much as $100,000 to prepare for each workforce-related regulatory change.

68% say key compliance has become more expensive to just last year.

Noncompliance is risky business.

58% of HR and payroll professionals confess they’ve seen colleagues cut corners when it comes to compliance.

The average cost to defend an FMLA lawsuit is $78,000.

5 in 10 employment cases result in a judgment of $500,000 or more.

An HCM system can help.

59% of HR and payroll professionals rely on their HR/payroll system vendor for legislative updates.

HCM automation streamlines compliance management.

Organizations that use a fully integrated HCM solution see:

Time to track and manage ACA

Time to track and manage FMLA

Time to track and manage FLSA

80% – 90%

40% – 60%

35% – 50%

Our HCM solution facilitates proactive compliance management by automating time and attendance, payroll processes, and scheduling using business rules for reduced incidence of human error and scheduling assignments. Complete automation and real-time visibility help you manage benefits eligibility, reduce unauthorized work time, and enforce meal and rest breaks mandated by law. Plus, our solution makes it easy to apply work rules uniformly across healthcare organizations while generating detailed audit trails to demonstrate compliance efforts.