Helping to Keep Your Practice in Compliance for Less

US Department of Labor
https://www.dol.gov/general/topic/stateresources

US Citizenship & Immigration Laws
https://www.uscis.gov/i-9

Wage & Hour Law Resources
State Minimum Wages
https://www.dol.gov/whd/

Intern Fact Sheet
https://www.dol.gov/whd/regs/compliance/whdfs71.htm

Independent Contractor Classifications

Salary History Bans by State

FMLA & ADA
https://www.dol.gov/whd/forms/

Payroll
https://www.dol.gov/whd/state/payday.htm

Exclusion Check
https://exclusions.oig.hhs.gov/
Off-Duty Marijuana Rules

Concealed Carry
http://www.ohioattorneygeneral.gov/Law-enforcement/Concealed-Carry
https://www.usacarry.com/concealed_carry_permit_information.html

EEOC Resources
https://www.eeoc.gov/employers/index.cfm
https://www.eeoc.gov/laws/types/retaliation.cfm
https://www.eeoc.gov/eeoc/publications/smallbusiness.cfm

Coding & Compliance Experts helps remove the legal confusion and complications associated with owning a business, specifically providing advice, counsel and training on workplace legal issues to ensure our healthcare clients' businesses are in proper order and their employment practices are sound.

Let Us Take a Closer Look:

• Policy Review
• Build Policies & Procedures
• Investigations
• Training & Education
• Incident Management
• Human Resources Management
• Compliance Officer Management
• HIPAA Privacy & Security Assessments

Contact owner, Michelle Ann Richards BSHA, CPC, CPCO, CPMA, SHRM-SCP at michelle@coding-compliance-experts.com
2019 Employment Law Compliance Checklist

☑ How many employees do you have (15 / 20 / 50)?
☑ When is the last time your handbook has been reviewed and updated?
☑ When was your last harassment / respectful workplace training?
☑ Do you require restrictive covenants for key employees?
☑ Do you have employees that work in states in which marijuana is legal?
☑ Do you have federal contracts?
☑ Are your employment law posters up to date?
☑ Has your state or local minimum wage increased?
☑ How are you calculating and paying overtime to non-exempt employees?
☑ When did you last analyze your exempt employees?
☑ Do you have independent contractors?
☑ Is all of your workplace OSHA compliant?
☑ Are your OSHA 300 logs up to date and your 300A form posted?
☑ Are your FMLA forms up to date?
☑ Are you managers trained on the ADA interactive process?
☑ Are you job applications and workplace accessible for the disabled?
☑ Do you know what devices are accessing your network?
☑ Have you tested your network for security?
☑ Are employees trained on cybersecurity compliance?
☑ Do you have necessary and appropriate insurance (EPLI / Cyber / D&O)?

Questions about how to execute this list in your physician practice?

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