



4 Critical HR issues for organizations with 50+ employees

Reaching 50 employees is an important milestone for any organization. Make sure your clients and prospects have these HR bases covered so they can celebrate with confidence.



The Affordable Care Act

The ACA has some major impacts for organizations with 50 or more employees. The biggest — they're now required to offer affordable group health care to all full-time employees or full time equivalents (FTEs), or pay a tax penalty. This is known as the **Employer Mandate**.

Take note

They'll be required to comply with the Employer Mandate the year following that in which they hired their 50th FTE.

So, if they reach the 50 FTE threshold in 2018 and maintain or exceed it for the majority of the year, then the ACA Employer Mandate will take effect in 2019.

How your HR offering can help

Mammoth has several HR advisors well-versed in the ACA. Plus there are several self-service ACA tools to help answer a wide range of your clients' ACA questions.



The Family Medical Leave Act

FMLA is a federal leave law that allows employees to take up to 12 weeks of unpaid leave for a serious health condition, parental leave, family leave and other reasons.

Take note

This applies to private employers with 50 or more employees who work at least 20 workweeks in the current or preceding calendar year.

This means that if they had at least 50 employees working at your company for 20+ workweeks in 2017, the FLMA provisions would apply to for all of 2018.

How your HR offering can help

Our team of advisors can assist your clients in navigating complex FMLA provisions. Since we cover all 50 states, we can also advise on various state leave laws, whether they operate in one or multiple state locations.



Demographic Reporting (EEO-1)

If an organization has 50+ employees **and is also a federal contractor**, then the Equal Opportunity Employment Commission (EEOC) requires them to file an EEO-1.

The report is a compliance survey that requires company employment data to be categorized by race/ethnicity, gender and job category.



Take note

If a company *isn't* a federal contractor, then this requirement only kicks in once you reach the 100 employee mark.

How your HR offering can help

Our team of HR experts can advise on when and how to properly complete the EEO-1. Plus, we can help ensure your clients' other key employee documents — like I-9s, W-4s, and more — are up-to-date and accurate.



State and local laws

While the first three are federal statutes, there are many state and local laws governed by employee count, some of which apply at the 50 mark.



A few examples for 50+ employee companies

- » California requires two hours of anti-harassment training every two years for managers.
- » Several state and city minimum wage laws take effect at 50 employees.
- » In New York, you'll need to provide employees with 90 days' notice for any mass layoffs or relocations.

How your HR offering can help

Each year, dozens of state and local labor laws go into effect, making it hard for your clients to keep up. But we do. We can help answer their specific questions and let them know which laws to look out for before they take effect.

Other ways we can help your clients prepare for the 50 employee mark

Employee KPIs and Performance Management

As companies grow, it's more important that employees have specific goals and that they're measured consistently. This ensures that they know what's expected of them, streamlines productivity, and can prevent work overlap.

How your HR offering can help

We can help your clients develop Key Performance Indicators and other goals for their employees, as well as ways to effectively monitor and improve progress.

Company culture and values

Having a solid set of company values is essential to maintaining a cohesive company culture. Making sure employees are all aligned on them is key to an organization's success, especially as it passes the 50 employee mark.

How your HR offering can help

We're experts in working with companies develop their core set of values and can advise on how best to communicate and implement them.

Pay Equity Planning

Pay equity is becoming an increasingly hot topic as more states implement pay equity laws. Avoiding to comply with them can carry serious risks.

How your HR offering can help

We'll review your clients' practices to ensure they support pay equity. We can also work with them on other compensation issues, like salary bands, market pay, and employee rewards.