



# About to hire your 50th employee? Here are 4 HR areas that will impact you.

Reaching 50 employees is an important milestone for any organization. Make sure you've got these HR bases covered so you can celebrate with confidence.



## The Affordable Care Act

The ACA has some major impacts for organizations with 50 or more employees. The biggest — you'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**

You'll be required to comply with the Employer Mandate the year following that in which you hired your 50th FTE.

So, if you 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.



## 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 you had at least 50 employees working at your company for 20+ workweeks in 2017, the FLMA provisions would apply to for all of 2018.



## Demographic Reporting (EEO-1)

If your organization has 50+ employees **and is also a federal contractor**, then the Equal Opportunity Employment Commission (EEOC) requires you 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.



## 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.



### Take note

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

**Whether your organization is nearing the 50 employee mark or has already passed it, we can help make sure your HR-ready.**

**Contact me to learn more!**

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