



Complete Guide To Human Resources & the Law, 2012 Edition with CD

Dana Shilling

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The Complete Guide to Human Resources and the Law will help you navigate complex and potentially costly Human Resources issues. You'll know what to do (and what not to do) to avoid costly mistakes or oversights, confront HR problems - legally and effectively - and understand the rules.

The Complete Guide to Human Resources and the Law offers fast, dependable, plain English legal guidance for HR-related situations from ADA accommodation, diversity training, and privacy issues to hiring and termination, employee benefit plans, compensation, and recordkeeping. It brings you the most up-to-date information as well as practical tips and checklists in a well-organized, easy-to-use resource.

The **2012 Edition** provides new and expanded coverage of issues such as:

- Rule-making and guidance about the health care reform bill, the Patient Protection and Affordable Care Act (PPACA), in the context of ongoing efforts in Congress and the courts to repeal or modify it
- Enactment of several federal statutes dealing with tax and financial matters, such as the Preservation of Access to Care for Medicare Beneficiaries and Pension Relief Act of 2010, Pub. L. 111-192 (PRA); the Small Business Jobs and Credit Act of 2010, Pub. L. 111-240 (SBJCA), and the Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act of 2010, Pub. L. 111-312 (TRUIRJCA)
- The Making Work Pay credit expired December 31, 2010, but TRUIRJCA takes a different approach to economic stimulus by cutting the employee's FICA rate to 4.2% for one year
- The SEC published the "Say on Pay" rules required by the Dodd-Frank Act, so that shareholders have non-binding votes on issues such as management compensation and golden parachutes
- In November 2010, the SEC issued a 181-page document to implement the Dodd-Frank Act's whistleblower program. Whistleblowers can receive between 10-30% of the fines and settlements resulting from the information they provide to the SEC if their information leads to penalties of over \$1 million.

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