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Employer/HR Pay Practices and Paid Time-Off Administration... How Compliant and Cost Effective is Your Company?



At a time when cost-cutting measures are so important, many organizations are looking toward their Pay Practices and Paid Time-Off policies and administrative procedures to see if there are opportunities to reduce costs and gain efficiencies. However, caution must be exercised to ensure that changes enacted do not violate the Fair Labor Standards Act (FLSA).

F.Y.I., remaining compliant can amount to significant savings in potential fines and back wages that stem from violations of the FLSA's overtime and minimum wage regulations. [Read more...](#)

Keys to Payroll Time and Attendance Best Practices

If your organization still captures time manually, there is a high probability that your error rate is being negatively impacted. Improving the accuracy of payroll is a key benefit as a result of automating your time and attendance system. PROXUS would like to provide you with proven "best practices" that you should consider if you are thinking about implementing or updating your time and attendance system. [Read more...](#)

[Click here](#) to obtain **Real Time Savings Facts on Computer-Based Time & Attendance Systems.**

Regulatory Alert Family and Medical Leave Act

President Obama signed into law the Fiscal Year 2010 National Defense Authorization Act on October 28, 2009. The new law includes an expansion of the recently-enacted exigency and caregiver leave provisions for military families under the Family and Medical Leave Act of 1993 (FMLA) to provide the following:

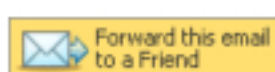


undergoing medical treatment, recuperation or therapy for serious injury or illness that occurred any time during the five years preceding the date of treatment. [Read more...](#)

- Expands the exigency leave benefits to include family members of active duty service members. Under current law, only family members of National Guard and Reservists are eligible for exigency leave.
- Expands the caregiver leave provision to include veterans who are

[Click here](#) to download the "EEO is the Law" Poster Supplement

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Announcements

PROXUS Director of Business Development, **Robert Wolff**, will be sponsoring the December 10, 2009 meeting of **The Jersey Shore Association for Human Resources (JSAHR)** at Jumping Brook Country Club, 210 Jumping Brook Road, Neptune, NJ.

Click on [JSAHR Meetings](#) to obtain more information.

Congratulations to PROXUS Partner, **Colton Zacca** for receiving the **Community Service Award from PayChoice** at the recent PayChoice Users' Conference. This annual award recognizes an individual who makes significant contributions to the PayChoice community.



"The Community Support Award is presented to individuals who stand out as exceptional contributors to the PayChoice community. Colton Zacca has repeatedly demonstrated his commitment to the PayChoice community by providing valuable input on product enhancements. Working in conjunction with PayChoice staff, Colton willingly spends time beta-testing products and providing recommendations for improvements that will benefit the entire community. We congratulate him on this outstanding achievement."

Jim Costello,
President
PayChoice

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