

HR COMPLIANCE CORNER

E-VERIFY

Effective November 1st, 2023, the new form I9 will be in effect and new rules surrounding it as well.

What is E-Verify?

E-Verify is a web-based system that compares information from an employee's Form I-9 to government records to confirm employment eligibility.

How to Enroll in E-Verify?

To enroll in E-Verify, click this link: e-verify.gov and then click Enroll. This service is free but MUST have a designated company representative that is responsible for viewing the forms in person and processing them in E-Verify.

[ASK US HOW E-VERIFY INTEGRATES WITH ISOLVED PLATFORMS!](#)

FLSA UPDATE

The U.S. Department of Labor has increased the Fair Labor Standards Act's (FLSA's) annual salary-level threshold from \$35,568 to \$58,656 as of Jan. 1, 2025, for white-collar exemptions to overtime requirements. Effective July 1, 2024, the salary threshold will increase to \$43,888. Employees making less than the salary-level threshold, such as hourly workers, can be eligible for overtime if they work enough hours.

TAKEAWAY: Employers now must decide whether to raise the salary of those employees who earn above the overtime threshold under the old standard but below it under the new standard so they remain exempt. Employers that choose not to raise these employees' salaries should be prepared to pay overtime to these employees when they work more than 40 hours in a workweek. Schedules for those employees whose salaries are not raised above the new threshold may need adjusting to limit overtime costs. Careful communication should be rolled out to explain why employees formerly categorized as exempt are now nonexempt.

QUIET QUITTING

OH YES! It's a thing!! What is quiet quitting?

Quiet Quitting refers to doing the minimum requirements of one's job and putting in no more time, effort, or enthusiasm than absolutely necessary.

According to a Gallup survey of workers aged 18 and older taken in June 2022, quiet quitters "make up at least 50% of the U.S. workforce—probably more." In Gallup's "State of the Global Workplace 2023 Report," 59% of the global workforce are quiet quitters.

What business Can do about Quiet Quitting?

This opens the perfect time to have a conversation with the employee to find out if they are in the position best fitted for them.

How has the position evolved since they were hired?

Are they having difficulty with some aspects of the role?

Have an open candid discussion about the role and expectations. If the employee still does not perform then you would take the necessary disciplinary steps.