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| CLASS | SALARY | BONUS | TOTAL |
|----------|-----------|-----------|-----------|
| 1st Year | \$215,000 | \$20,000 | \$235,000 |
| 2nd Year | \$225,000 | \$30,000 | \$255,000 |
| 3rd Year | \$250,000 | \$57,500 | \$307,500 |
| 4th Year | \$295,000 | \$75,000 | \$370,000 |
| 5th Year | \$345,000 | \$90,000 | \$435,000 |
| 6th Year | \$370,000 | \$105,000 | \$475,000 |
| 7th Year | \$400,000 | \$115,000 | \$515,000 |
| 8th Year | \$415,000 | \$115,000 | \$530,000 |

NOTE: The salary summation may look incorrect in years when the base salary has increased. We've set up the total column to calculate the total amount paid to an associate pro-rata based on the portion of the year they were paid at the previous salary scale and the portion of the year they were paid at the updated salary scale. Inflation data is taken from the Bureau of Labor Statistics CPI Inflation Calculator and updated in October of each year.

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The Complete Guide to Human Resources and the Law Dana Shilling, 2015-10-26 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 2016 Edition includes updated coverage of the following developments Laws requiring employers to provide paid sick leave have been adopted in Connecticut California and Massachusetts and in a number of cities New York City San Francisco Philadelphia and Newark The Consolidated and Further Continuing Appropriations Act of 2014 Pub L No 113 235 nicknamed the and Cromnibusand bill includes the Multi Employer Pension Relief Act MPRA The Supreme Court permitted an employer to reduce retiree health benefits reversing a Sixth Circuit holding that the benefits had vested for life The Supreme Court ruled that PPACA subsidies can be paid to taxpayers whether they purchase coverage on a state Exchange or the federal Exchange in states that have not created an Exchange of their own King v Burwell No 14 114 U S June 25 2015 Extensive litigation continued on contraceptive mandate and what religious organizations must do to vindicate their objection to providing contraceptive coverage The Supreme Court ruled that all of the states must recognize same sex marriage because the right to marriage equality is of constitutional dimensions Obergefell v Hodges No 14 556 U S June 26 2015 And more Complete Guide to Human Resources and the Law, 2017 Edition Shilling, 2016-10-21 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 2017 Edition provides new and expanded coverage of issues such as The Supreme Court held in March 2016 that to prove damages in an Fair LaborStandards Act FLSA donning doffing class action an expert witness testimony could be admitted Tyson Foods Inc v Bouaphakeo 136 S Ct 1036 2016 Executive Order 13706 signed on Labor Day 2015 takes effect in 2017 It requires federal contractors to allow employees to accrue at least one hour of paid sick leave for every 30 hours they work and unused sick leave can be carried over from year to year Mid 2016 DOL regulations make millions more white collar employees eligible for overtime pay by greatly increasing the salary threshold for the white collar exemption Updates on the PATH Act Protecting

Americans From Tax Hikes Pub L No 114 113 The DOL published the fiduciary rule in final form in April 2016 with full compliance scheduled for January 1 2018 The rule makes it clear that brokers who are paid to offer guidance on retirement accounts and Individual Retirement Arrangements IRAs are fiduciaries In early 2016 the Equal Employment Opportunity Commission EEOC announced it would allow charging parties to request copies of the employer's position statement in response to the charge The Supreme Court ruled that in constructive discharge timing requirements run from the date the employee gives notice of his or her resignation not the effective date of the resignation Certiorari was granted to determine if the Federal Arbitration Act FAA preempts consideration of severing provisions for unconscionability Employment Law in Context David Cabrelli, 2016 A contextual rigorous treatment of employment law featuring a running case example to show exactly how the law works and including extracts from key cases and source materials US Healthcare Sector -Organization, Management and Payment Systems Handbook Volume 1 Strategic Information, Developments, Reforms IBP, Inc., 2015-09-30 United States Healthcare Sector Organization Management and Payment Systems Handbook Strategic Information Programs and Regulations US National Educational and Social Development Policy Handbook Volume 2 Social Policy: Important Programs and Regulations IBP, Inc., 2015-06-26 US National Educational and Social Development Policy Handbook Volume 2 Social Policy Important Programs and Regulations Introduction to Employment Law Kathy Daniels, 2024-11-03 Introduction to Employment Law is a clear accessible and jargon free guide to UK employment law and its application in the workplace Written specifically for HR and business students this book provides a thorough grounding in the essentials of employment law All areas of employment law are addressed including employment contracts discrimination redundancy and the legal duties of both the employer and the employee This new edition has been updated throughout to cover the latest case law and legal developments including changes to annual leave areas of family leave including Carer's Leave and developments in discrimination legislation Assuming no prior knowledge of the UK legal system this is ideal reading for all those studying the specialist employment law module on the CIPD Associate Diploma It is also an accessible introduction for Advanced Diploma students and those on general business degrees who need an introduction to UK employment law This book is packed with pedagogical features to help consolidate learning including tasks examples explore further sections key learning points and a dedicated study skills chapter Online resources include lecture slides case studies weblinks multiple choice questions and an instructor s manual **Employment and Wages of Workers Covered by State Unemployment Insurance Laws**, 1967 *Vulnerability and the Legal Organization of Work* Martha Albertson Fineman, Jonathan W. Fineman, 2017-07-06 This book uses the concepts of vulnerability and resilience to analyze the situation of individuals and institutions in the context of the employment relationship It is based on the premise that both employer and employee are vulnerable to various social economic and political forces although differently so It demonstrates how in responding to those complementary institutional relationships of employer and employee the state unequally and inequitably

favors employers over employees Several chapters included in this collection also consider how the state shapes creates and maintains through law the social identities of employer and employee and how that legal regime operates as the allocation of power and privilege This unique and fundamental role of the state in defining the employment relationship profoundly affects the respective abilities and degree of resiliency of actual employers and employees Other chapters explore how attention to the respective vulnerability and resilience of those who do and those who direct work in assessing the employment relationship can raise fundamental questions of social justice and suggest new avenues for critical engagement with labor and employment law Collectively these pieces articulate a framework for imaging what would constitute an appropriately Responsive State in the employment context and how those interested in social justice might begin to use the concepts of vulnerability and resilience in their arguments

Code of Federal Regulations United States. President, 2015 Special edition of the Federal Register containing a codification of documents of general applicability and future effect with ancillaries

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