HireArt

The Hidden Toll of Employment

The true costs of compliantly employing and managing a large hourly workforce are hidden beneath the surface. Even companies with seamless workflows to onboard, offboard, and pay workers risk massive amounts of administrative work. HireArt, a global EOR, lets companies outsource this risk.

Employment Operations Expectations

- Onboarding
- Background Screenings
- Training
- Wage & Hour Compliance
- Payroll
- Performance Management
- Compliance & Liability
- Benefits Enrollment
- Terminations & Offboardings

Background Screenings

- Compliance with various federal and state requirements
- International IC or W2e background checks
- Handling adjudications in a manner that's compliant across borders
- ID verifications internationally

Training

- Mandatory sexual harassment training
- State specific trainings for violence prevention, sexual harassment, etc.

Onboarding

- Managing the process to ensure everything is set for the start date (employment docs signed, background checks cleared, etc.)
- Answer worker questions about background screenings, pay frequency, benefits, pre-planned vacation, and dozens of other things
- First day details
- Policy questions
- Start date changes
- Employment contract compliance
- Contract signing process (e.g. some countries require a "wet" signature)
- Country specific/compliant handbooks
- Work authorization verification (I9 and equivalent – often have physical inspection requirements, e-verify equivalents, etc)
- Visa compliance and validation (F1s very common in this space)

Wage & Hour Compliance

- California Meal Break compliance
- State and country specific meal break compliance
- State and country specific OT rules
- Provincial PTO, OT, and vacation pay accrual in Canada
- Equity and compensation benchmarking
- Standard working hours vary country-to-country
- Sick leave compliance
- PTO policy
- Managing leave of absence, PSL, FMLA leave and ADA

Payroll

- Compliance with payroll rules by state and county (may not be set up for this in their payroll system, may not have insurance for all states, may not have workers comp coverage in all states)
- Back pay and its OT impact
- Wage garnishments
- Pay related inquiries
- Paystub compliance
- Last day pay rules
- Expenses

Performance Management

- HR Investigations – which can be very time consuming and involve multiple interviews, documentation, and more
- Adhering to best practices documenting performance complaints before terminations

Benefits Enrollment

- Country specific mandatory benefits (e.g. WPP in the UK)
- Country specific supplemental benefits
- Matching country benefits to the overall company benefits strategy
- Compliance with different benefits levels (e.g. Dirigente vs Quadro in Italy)

Terminations & Offboardings

- State-specific rules regarding process & timing of payment required (including PTO)
- International terminations (we recently came up against a 30-day notification period in Peru)
- Wrongful termination claims
- Unemployment claims

Compliance & Liability

- Tracking and managing updates in federal, state, and local rules as they relate to payroll, sick leave, background check adjudication and making sure applicable documentation (employment agreements, arbitration agreements, separation & severance agreements) are up-to-date
- Understanding job classification and ensuring new jobs and ICs are properly vetted across borders
- Adhering to Affordable Care Act standards and similar requirements globally
- Workers' comp