



## Jurisdictional Expertise in EOR

Why knowledge of local regulations isn't just great for compliance

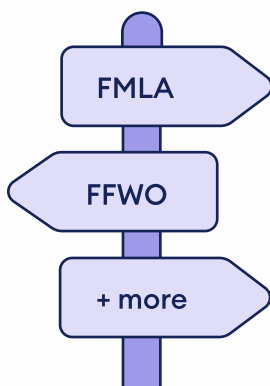


Employment law can look very different depending on where one goes. Compliance requirements are going to have their own look and feel at the state and local levels, which can present a unique challenge to the non-permanent workforce and any employers of record (EOR) that support it.

A characteristic of a good EOR is in its ability to comply with the nuances of local regulations.

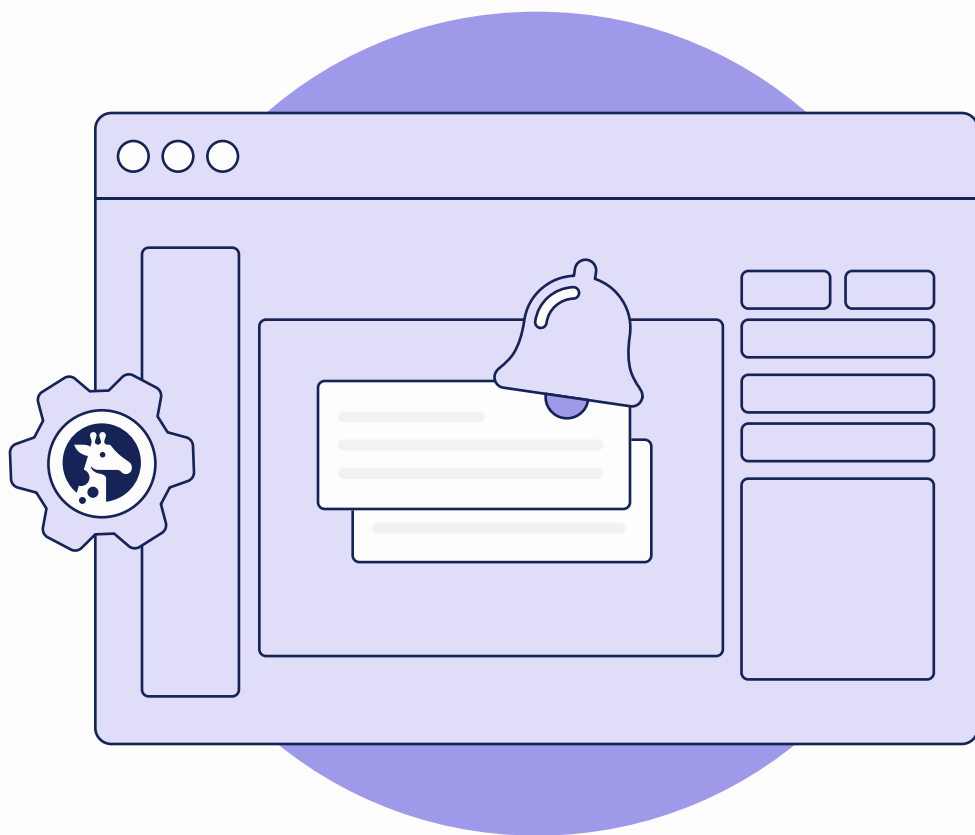
One significant example of legislation that comes up frequently for HireArt is the San Francisco Family Friendly Workplace Ordinance (FFWO). This ordinance requires employers to contribute a specified amount to employee benefits or to a San Francisco Medical Reimbursement Account (MRA) in the employee's name. HireArt's commitment involves making quarterly contributions to these accounts, ensuring that workers have the necessary funds to cover any medical expenses incurred.

In addition to FFWO, there are numerous protected leave categories that workers might be eligible for in the state of California. California itself has 14 different categories of protected leaves beyond the standard Family and Medical Leave Act (FMLA). The HireArt Operations Team ensures that any time a worker needs a leave of absence, no matter how short or long, that worker is aware of any potential protected categories of leave and that payments go through while leave is taken.



This is a small sample of the care and focus that go into supporting workers across the many states and localities in the US, but compliance isn't simply important from a legal standpoint. Even more importantly, perhaps, is that **it builds trust and fosters a culture of support** within the EOR and the workers it employs. A demonstrated interest in the worker's well-being, especially outside the context of the job, is one of the ways a quality EOR stands out.

Jurisdictional expertise is an essential quality in an EOR. At HireArt, we ensure that all our workers are fully informed about the benefits and protections available to them, providing appropriate guidance where needed. This helps workers feel supported and valued, knowing they have access to the resources and benefits they need during important life events.



HireArt is the only platform that gives you all the tools you need to manage your own contract workforce and maintains an industry-leading contractor NPS (77.3).

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