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SAFETY CORNER

Promoting Safer Workplaces and
Reducing Business Costs with
ECB's Drug Free Policy



**Drug abuse costs employers
\$81 billion annually.**

Drug use, abuse, or addiction among employees and their family members can cause expensive problems for business and industry, ranging from lost productivity, absenteeism, injuries, fatalities, theft and low employee morale, to an increase in health care, legal liabilities and workers' compensation costs.

**FACT: 70% of the estimated
14.8 million Americans who
use illegal drugs are
employed.**

Summer is here!

For many of our clients, summer brings longer days, bustling business, an influx of seasonal employees, and the added challenge of summer heat - ECB is here to help keep your operations running smoothly through it all!

We hope you find this newsletter helpful and we wish you a safe and happy summer.

HR & LABOR INSIGHTS

SUPREME COURT UPHOLDS OBAMACARE

This could be good news for small employers - ObamaCare and the IRS took away the small employer's right to make tax free contributions to employees for medical insurance reimbursements. Now that the Supreme Court has upheld ObamaCare, we may see increased bipartisan legislative activity in Congress to modify certain provisions. Different bills under consideration would do as follows: revise the Cadillac tax rules, including a possible exemption for employers who offer plans above a certain actuarial value, and modifications to how the dollar amount thresholds that trigger the tax are determined; simplification of ACA tax reporting requirements; **and relaxation of current ACA rules to allow employers to provide pre-tax dollars to their employees so they could use those amounts to purchase individual health insurance.**

HIRING TEENS FOR THE SUMMER?

KNOW THE RULES!

If you have teenagers under the age of 18 working at your business this summer (or at any time during the year) ... **KNOW THE RULES!**

The Fair Labor Standards Act establishes rules regarding the employment of individuals under the age of 18; and many states have additional regulations. Where both the FLSA and state child labor laws apply, the higher minimum standard must be obeyed. [Contact us](#) to clarify any questions about the requirements for your place of business.

Did you know?

Workers under 18 are prohibited from operating a trash compactor or baler? Taking out the trash is a duty commonly assigned to teen workers in retail and service establishments, and though they are permitted to take the trash to the site of the compactor or baler and set it on the ground; workers under the age of 18 are generally prohibited from actually dumping the trash into the compactor or baler. A limited exemption may apply, but anyone under 16 years of age may not under any circumstances dump trash into, operate, or unload any compactor or baler. [More info here!](#)

The ECB Drug Free policy is designed to promote a safe working environment and help protect your business from incurring unnecessary workers' compensation costs -It **requires drug testing within 24 hours of every accident.** Incidents should be reported immediately, and injured employees are to be accompanied by a supervisor to the drug testing facility. **Contact the ECB office for assistance** or if unable to accompany the employee.

Even if you have a driver's license, **driving on the job is not permitted for 16-year-olds.**

ECB HRIS TOOLBOX TIP

Did you know quick access to all your employment information is just a single click away? Simply log into your employee account at ecbibbidi.com - From there, scroll down to the "My File" link under the "Documents" section near the bottom of the page. Click on "My File" for instant access to your year-to-date pay information, current direct deposit, W2, deduction & tax options, time off accruals, employee file and pay changes!

CLIENT SPOTLIGHT

Congratulations to **Turbine Parts & Repair**, and **Gulf Coast Fresh Seafood** - They are the first ECB Clients to implement **Paperless Payroll!**

These clients are maximizing the value of our new system to streamline processes and save valuable time. *Are you ready to make the switch?*



Employment Made Easy
It's About Time!

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