

WESTERN MICHIGAN UNIVERSITY COMPLIANCE MATRIX - OUTWARD FACING LEGAL COMPLIANCE -			
HUMAN RESOURCES 2019 - 2020			
Compliance Stancard	Summary of Requirement	University Compliance Source	Statutory Citation
FAIR LABOR STANDARDS ACT	WAGE AND HOUR REQUIREMENTS	HUMAN RESOURCES POLICIES AND PROCEDURES	29 USC 201 et seq.
MI WAGE & HOUR ACT	EXEMPT/NON-EXEMPT EMPLOYEE DESIGNATION	ON-GOING CONSULTATION WITH WNJ	29 USC Chapter 28 MCL 408.471
FAMILY MEDICAL AND LEAVE ACT	UNPAID LEAVE FOR MEDICAL REASONS	HR POLICIES AND PROCEDURES-FORMS-ADMINISTRAT	29 USC 26.01 et seq.
HIRING PRACTICES FAIR CREDIT REPORTING ACT	NOTICE OF ADVERSE ITEM WRITTEN PERMISSION FOR CONDUCT BACKGROUND CHECK	HR HIRING PROCESS - CCH PROVISION	15 USC 1681 et seq.
NON-DISCRIMINATION	PROHIBITED CONSIDERATIONS IN EMPLOYMENT	HIRING PROCESS OVERSIGHT BY HR AND OIE	TITLE VII, ELCRA, ADEA EPA, VPA  42 USC 2000e et seq., MCL 37.2202 et seq., 29 USC 621 et seq.,
PUBLIC EMPLOYEE RELATIONS ACT [PERA]	BARGAIN WITH UNION IN GOOD FAITH OVER T&C'S OF EMPLOYMENT	NONACADEMIC LABOR RELATIONS	MCL 423.201 et seq.
ADA	ENSURE APPROPRIATE ACCOMMODATIONS FOR E/EES	UNIVERSITY ADA COMMITTEE	42 USC 12101 et seq.
SOCIAL SECURITY/RETIREMENT PLAN	ENSURE COMPLIANCE WITH OUR RETIREMENT PLAN	HR BENEFITS	4.72.13 IRC 403(b) et seq. /42 USC 7 et seq.
HIPAA	RETAIN AND USE PHI FOR THE SELF INSURED HEALTH PLAN	HR BENEFITS	45 CFR Subpart E
BULLARD PLAWECKI RTKA	MAINTAIN AND GRANT ACCESS TO PERSONNEL FILES	HRIS	MCL 423.501
WORKER COMP	PROVIDE A SAFE WORK PLACE AND ADDRESS OTJ INJURIES	ENVIRONMENTAL SAFETY	MIOSHA OSHA
COBRA	PROVIDE CONTINUING COVERAGE OPTION FOR QUALIFYING EVENT	HR BENEFITS	29 USC 6
INS	ENSURE EMPLOYEES ARE ALLOWED TO WORK IN US (I-9)	HIRING PROCESS	8 USC 1101 et seq.
EMPLOYEE POLYGRAPH PROTECTION ACT	PROHIBITS USE OF LIE DETECTOR TESTS	HR	29 USC 22 et seq.
UNIFORM DEPLOYMENT ACT	PROTECTION FOR EMPLOYEES IN ARMED FORCES	HR	38 USC 43 et seq.
PAID MEDICAL LEAVE ACT	MANDATORY PAID LEAVE FOR ELIGIBLE EMPLOYEES	HR	MCL 408.961
WHISTLE BLOWERS PROTECTION ACT	PROHIBITS RETALIATION AGAINST EMPLOYEE WHO REPORT OR THREATEN TO REPORT VIOLATION OF THE LAW	HR	MCL 15.361
NEW HIRE REPORTING	REPORT NEW HIRES WITHIN 20 DAYS OF HIRE	HR	42 USC 1305