

Family and Medical Leave Act

The Family and Medical Leave Act requires employers of 50 or more employees to give up to 12 weeks of unpaid, job-protected leave to eligible employees for the birth or adoption of a child, or for the serious illness of the employee or a spouse, child, or parent. This can be unpaid, but you must hold the employee's job for them for 12 weeks. Many states have additional leave laws that may be applicable to smaller businesses and/or that expand certain types of leave entitlements, so it is advisable to direct any questions to a qualified professional.

Occupational Safety and Health Act

The Occupational Safety and Health Act requires employers to provide employees with a workplace free from recognized and serious hazards. The act can be enforced through inspections and site visits. It's important to have a safe workplace to prevent accidents and avoid fines.

Americans with Disabilities Act

The Americans with Disabilities Act prohibits discrimination and guarantees that people with disabilities have the same employment opportunities, the ability to purchase goods and services, and more. This may affect your business in a variety of ways, including, for example, handicap-accessible entrances at your retail store or providing auxiliary aids, and providing reasonable accommodation to employees with physical or mental disabilities.

Equal Pay Act

The Equal Pay Act requires employers to pay male and female employees who perform similar jobs and tasks under similar conditions the same amount of money.