



The A-Z Guide to Federal Employment Laws for the Small Business Owner

Berit Everhart

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The recent spike in the number of violations of the Federal Fair Labor Standards Act has resulted in dozens of multimillion-dollar lawsuits from both large and small businesses. Federal employment laws were not written to assist small business owners in running their businesses, making it difficult to understand the somewhat complex legalese. Luckily, there is an easy way to avoid being one of the numerous companies involved in class-action labor lawsuits.

The A–Z Guide to Federal Employment Laws for the Small Business Owner details the labor laws you must follow as a small business owner to stay in good standing. In a clear, easy-to-understand format, you will learn every detail to stay ahead of the government’s requirements and run a successful business. You will learn the intricate details of the federal acts and how they apply to you and your business. You will learn everything in regards to age and disability discrimination, equal pay requirements, affirmative action, civil rights enactments, and worker retraining as it relates to your business.

You will learn which laws your company specifically must follow and how state laws might further designate what you need to know when hiring a new worker. There is a run down of each kind of business and how certain worker-safety laws, such as OSHA, EPPA, and COBRA, apply to your business. You will be shown exactly how each of these laws is enforced and what you can expect if you fail to do so — including the requisite fines, possible sanctions, or even loss of licensing in certain cases. The tools you need to comply with these laws are provided in entirety, along with the federal and state agencies you will be working with. If you are considering starting or expanding your business, The A–Z Guide to Federal Employment Laws for the Small Business Owner will provide every detail you need to effectively manage and maintain your growing workforce.

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