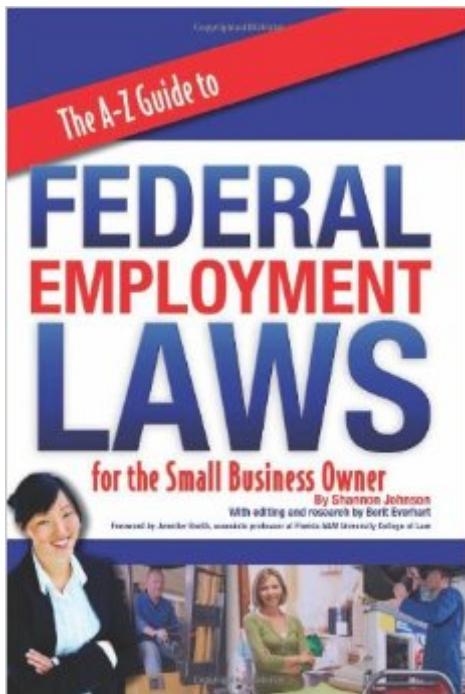


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# The A-Z Guide To Federal Employment Laws For The Small Business Owner



## Synopsis

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. Atlantic Publishing is a small, independent publishing company based in Ocala, Florida. Founded over twenty years ago in the company president's garage, Atlantic Publishing has grown to become a renowned resource for non-fiction books. Today, over 450 titles are in print covering subjects such as small business, healthy living, management, finance, careers, and real estate. Atlantic Publishing prides itself on producing award winning, high-quality manuals that give readers up-to-date, pertinent information, real-world examples, and case studies with expert advice. Every book has resources, contact information, and web sites of the products or companies discussed. This Atlantic Publishing eBook was professionally written, edited, fact checked, proofed and designed. The print version of this book is 288 pages and you receive exactly the same content. Over the years our books have won dozens of book awards for content, cover design and interior design including the prestigious Benjamin Franklin award for excellence in publishing. We are proud of the high quality of our books and hope you will enjoy this eBook version.

## Book Information

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## Customer Reviews

Understanding federal employment laws today is crucial for the American small-business owner. Not understanding them could mean a costly lawsuit at least. While it may be impossible to completely understand some of the laws the federal government has been coming up with lately, this book will at least give you a functional understanding. It gives you a barebones history of the important pieces of Federal employment legislation--such as OSHA and COBRA--but where this book really shines is in the functional knowledge category. If you read carefully, you'll be able to consider the legal perspective when hiring, firing, and working in general. It's a bit dry but well worth it, as it very well might save you from having to hire an attorney down the line.

The A-Z Guide to Federal Employment Laws for the Small Business Owner by Shannon Johnson with Berit Everhart, 2011, 336 pages, Atlantic Publishing Group, Inc., \$24.95 The legal environment for small businesses is like walking through a mine field. It would help to know where not to step to avoid problems and it would help to know what to do if the worst happens. Unfortunately for too many small business owners they are wandering through the mine field while wearing a blind fold. This excellent and accessible guide can be a small firm's best map to avoid trouble. In non technical language attorneys Shannon Johnson and Berit Everhart explain eighteen of the most important federal employment laws and give numerous practical examples of where employers can run into trouble even with the best of intentions. Avoiding a problem is always cheaper than dealing with a violation which means that this book could save a reader tens of thousands of dollars in legal fees

as well as disruptions to their business. This book should be on the desk of every owner and personnel manager within easy reach for reference. And while the book is written for small business owners, employees will also find the book a useful guide to their rights under federal law. The book also includes a summary of state laws and agencies.

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