

## What You Should Know About Federal Law Compliance & State Law Compliance

Nearly 25% Of Litigation In Federal Courts Involves Employment Disputes.  
The Percentage Is Even Higher In State Courts.

Employment Related Lawsuits Are The Fastest Growing Category Of Civil Cases In The U.S.

Laws That Provide The Most Rights And Protections For Employees Govern, Whether Under Federal Law Or Your State's Law.

Since Federal Law Is The Minimum Requirement When A State Law Exists On The Same Topic, Federal Compliance Alone Does Not Protect Your Business.

Federal Compliant Means That The Policies Comply With Federal Laws As Applied Across All 50 States.

Federal Compliant Does Not Mean That An Employee Handbook Complies With Your State's Laws.

When State Laws Give Employees More Rights And Protection Than Federal Law, State Law Imposes Greater Obligations And Liability On Employers.

Here Are Some Examples Where State Laws Give Employees More Rights And Protections Than Federal Law, And Impose Greater Obligations And Liability On Employers.

- More Wrongful Termination Cases Occur In State Courts Than In Federal Courts Because Of Violations Of State Employee Rights And Labor Laws.

- Federal Cobra Only Applies To Employers Having 20 Or More Employees.

Many States Have Mini-Cobra Laws Which Require Employers With As Few As 2 Employees To Offer Continuation Of Benefits For Terminated Employees. In Such Cases, State Laws Would Govern.

- While The Federal Government Has Drug Testing Requirements For Federal Contractors And Motor Carriers, Other Industries Are Not Covered By These Federal Laws.
- Many States Have Strict Requirements That Employers Must Follow When Using Drug Testing With Applicants For Employment And Employees. In These Cases, State Law Would Govern.
- Federal Equal Employment Opportunity Laws Do Not Protect Against Discrimination Based On Sexual Orientation.

Many States Have Laws Prohibiting Discrimination Based On Sexual Orientation. In These Cases, State Law Would Govern.

- There Is No Federal Law Requiring Employers To Give Employees Breast Feeding Leave Or The Privacy Necessary For Breast Feeding.
- Many States Require Employees To Be Allowed Leave Where The Employee Or Family Member Is A Crime Victim Or Victim Of Domestic Violence.

There Is No Federal Law On This Area. State Crime Victim's Leave Or Domestic Violence Leave Would Govern.

Fingertip Manuals' Employee Handbook For Your State Is The Necessary First Line Of Defense In Order To Protect You And Your Business From Employee Claims Under Both Your State's Laws And Federal Laws.