

TO: Ms. Tracy Goldman

FROM: Jungmin Kim

DATE: September 15, 2018

Subject: Employment Laws Compliance Plan

At the request of you, I would like to specify an employment law compliance plan for Mr. Bradley Stonefield. As I understand it, Mr. Stonefield is intending to start a limousine service in Austin, Texas, with up ~~to~~ 25 employees within the first year. There are five employment laws to go over in this memo. They are as follows: The Americans with Disabilities Act of 1990; The Age Discrimination in Employment Act of 1967; The Immigration Reform and Control Act of 1986; Family and the Medical Leave Act of 1993; and sexual harassment in the place of work.

#### 1. The Americans with Disabilities Act of 1990

The Americans with Disabilities Act excludes any organization from discriminating qualified people who have a disability. This law protects the ~~disabled~~ persons with disabilities from any discrimination. These disabilities consist of ~~elements such as~~ impairments of walking, talking, seeing, hearing, and learning. Employees who have been diagnosed with HIV or AIDS must be protected under this law as well, and so should any person who has completed a drug ~~and~~ alcohol rehabilitation ~~is, too~~ program. There are six ~~allegations~~ regulations that ~~organizations~~ companies must follow to accommodate a person with a disability. Organizations such as workshops, agencies, merchandising stores, banks, hotels or hospitals must also ~~have~~ provide functional accommodations to anyone with a physical disability. The accommodations could range from an elevator; and access ramps; ~~or~~ to telephones with ~~amps~~ amplifications for the hearing impaired (Cascio, 2013).

Organizations or employers not in compliance with this law, imposed by the U.S. Equal Employment Opportunity Commission (EEOC), are subject to ~~big~~ financial consequences; scrutiny and ~~The Equal Employment Opportunity Commission imposes this law.~~ There are many courts, which are indifferent to organizations not in compliance with the act. Most of the time, the consequence of this type of situation is can expect huge fines or an out-of-court settlement.

## 2. The Age Discrimination in Employment Act of 1967

This act disallows any discrimination in pay, benefits, or continued employment for anyone who is 40 or older. This law stops organizations from selecting older employees when it is time for layoffs. If the organization claims the layoff was based on lack of performances of employees, he or she must appeal provide proof to show the courts (Casico, 2013). If there are reports of an organization disobeying the age discrimination act, the Equal Employment Opportunity Commission EEOC is informed. The Equal Employment Opportunity Commission It will do an investigation of investigate the noncompliance. If The Equal Employment Opportunity finds the employer in a potential violation of this the act, an attempt and will be made to contact the employee who was accused. if the employer is found guilty. There will be a meeting set up The meetings may be arranged between each person the employer and the employee, and if the parties involved to come to some kind of agreement. If he or she cannot reach an agreement, the accused employee will have a time window of 90 days to file a grievance (Russell, 2013).

## 3. The Immigration Reform and Control Act of 1986

This specific There is no exemption from this law has to be followed by every organization, even if he or she only employs one employee. If an organization hires an employee who is not legally approved employs only one employee. If a job applicant doesn't have legal authorization to work in the United States U.S., the organization company is not permitted allowed to hire him/her, and similarly, is also prohibited to continue to employ him or her or hire any others. If benefit from the employee has services of individuals whose work authorization has expired. Employees with the appropriate identification documentation to legally work in the United States, he or she U.S. must give the employer provide their employers with the correct identification and work approval. This identification most of the time usually comes in the form of a green card. Organizations are not permitted to, whether small or large, cannot discriminate a person's against individuals on the basis of their citizenship or national origin no matter the size of the organization (Casico, 2013).

If the an employee has possesses the proper paperwork to work in the United States, the U.S., an organization is required to take consider the potential application of such an employee, into consideration. If and an act of discrimination by the organization discriminates, there could be may result in severe penalties the employee should face. If an organization hires.

Organizations that hire unauthorized workers in the United States the employers U.S. are fined anywhere from \$100 to \$1,100 for each per employee. There are Organizations that continue to violate the act may face criminal sanctions provided for organizations that continue to repeat these types of violations (Cascio, 2013).

#### 4. The Family and Medical Leave Act of 1993

This act does is not apply applicable to Mr. Stonefield's new limousine service at this time because he is about to will hire 25 people for in the first year. It is significant for of the business. Nevertheless, Mr. Stonefield to understand will benefit from acquiring proper understanding of the law if he to deal with potential expansion plans to increase his business. To provide him with an explanation of this law will help get ready for growth, in the future.