

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, 13).

Organizations or employers not in compliance with this law are subject to ~~big~~ financial ~~consequences~~ scrutiny. 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 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 (Cascio, 13). 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 then do an investigation of investigate the noncompliance. If The Equal Employment Opportunity the EEOC finds the employer in violation of this the act, an attempt will be made to contact the employee who was accused. There will be a meeting set up between each person involved to come to some kind of agreement. If he or she cannot reach an agreement, the accused employee will have 90 days to file a grievance (Russell, 13).

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

This specific law has to be followed by every organization, even if he or she such a company only employs one employee. If an organization hires an employee who is not legally approved to work in the United States U.S., the organization company is not permitted to continue to employ him or her or hire any others. If the employee has the appropriate identification documentation to work in the United States U.S., he or she must give provide the employer 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 discriminate a person's against individuals on the basis of their citizenship or national origin, no matter the size of the organization (Casico, 13).

If the an employee has possesses the proper paperwork to work in the United States, the U.S., the organization is required to take consider the potential application of such an employee into consideration. If the organization discriminates, there could be severe penalties for the employee employers should face. If an organization hires unauthorized workers in the United States U.S., the employers are fined anywhere from \$100 to \$1,100 for each per employee. There are criminal sanctions provided for organizations that continue to repeat these types of violations (Cascio, 13).

### 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~~ imperative that Mr. Stonefield ~~to understand~~ understands the law if he plans to increase his business. ~~To~~ provide Providing him with an explanation of this law will ~~help get ready for~~ decide the growth-  
trajectory of his service.