

Employment law compliance plan

[Business](#), [Management](#)



Employment Law Compliance Plan Memo Bradley Stonefield Traci Goldeman

12 April RE: Employment Law Compliance Plan

I am pleased to bring into your attention the critical employment laws and their consequences for noncompliance as you look forward to starting your limousine service business in Austin, Texas. Employment laws are significant in every business, and act as guidelines for employers to ensure the protection of the rights of the employees. The laws protect the employers too. The local, state, and federal laws are in place to guide employment in the United States. Each state has its employment laws, and Texas is not exceptional. The following is a brief description of the laws that are specifically applicable to Texas. Please note that the descriptions contain the consequences of the violation of the employment laws.

Minimum Wage and Overtime Law

The federal minimum wage of \$7.25 per hour applies to covered nonexempt employees (Fox & Davenport, 2013). The rate took effect from July 24, 2009. The minimum wage in Texas and Federal are equal. The federal minimum wage covers the workers of businesses with more than \$500,000 (Canas & Cross, 2008). However, the administrative personnel, executives, and professional workers are exempted from the protection of the minimum wage. The non-exempted employees deserve a pay for the overtime for time worked over forty hours. The employers are liable for minimum wage if they classify the employees incorrectly as exempt when they do not qualify such status. The violation of the law attracts a fine of more than \$100,000.

Occupational Safety and Health Act

It is a requirement for the employers to offer safety to the employees as

stipulated in the Occupational Safety and Health Act. The employees should work in a safe environment that is free of hazards such as toxic chemicals, excessive heat and noise, and mechanical dangers. The employees can file their complaints with the Texas Department of Insurance Division of Workers' Compensation (TDIDWC) (Fox & Davenport, 2013). The employers are liable to compensate the employees as determined by TDIDWC or OSHA. Employers cannot discriminate against the employees who file such complaints.

Texas Labor Code

The law prohibits any form of employment discrimination based on religion, race, sex, sexual orientation, color, national origin, disability, and age.

Additionally, the law stipulates that employers should not discriminate employees who comply with a subpoena (Canas & Cross, 2008). Employers who violate the law are liable to prosecution and charges imposed on them. The courts have the rights to compel the employers to give compensation to the employees who have suffered due to discrimination.

Age Discrimination in Employment Act

The employers should not discriminate against the persons over forty years. It is illegal to hire, promote, dismiss, compensate, or affect the terms of employment based on the employee's age (Canas & Cross, 2008). The workers who feel an act of discrimination or unfairness was extended to them should sue the employer. The violation of the Act attracts hefty penalty as may be determined by the court from time to time.

It is paramount to comply with the rules in order to operate the limousine service business in Austin, Texas without any problems. The violation of the

laws can result in hefty financial penalties. Please do not hesitate to contact me if you need any clarification.

Sincerely,

Traci Goldeman

Manager, Atwood and Allen Consulting.

References

Canas, R. & Cross, R. (2008). Employment Guide to General Employment Law. Texas Young Lawyer Association. Retrieved 12 Apr 2015, from AD89607A34F9/employersguidetogeneralemploymentlaw. pdf

Fox, W. M., & Davenport, A. (2013). Texas'10 Most Critical Employment Laws. Retrieved 12 Apr 2015, from <http://nr.nlh1.com/downloadablePremiums/TX10MostCr.pdf>