

Leddy Group Article

Growing Complexity of Legal Compliance

When there's a liberally controlled Congress, as there is today, there's generally a significant increase in employee protection laws. Employers must vigilantly pay attention to Federal and State legislation and learn how new bills, rules and laws will impact their company.

For instance, the Americans with Disabilities Act protects people who have legitimate disabilities. In recent years, employees, through litigation, attempted to expand coverage to people with correctable conditions, including obesity, diabetes, vision problems and more. While the courts found the correctable conditions are not protected, the act has recently been expanded by Congress to disregard those decisions and offer protection to a wider array of perceived disabilities. These expansions will have enormous impact on business and the rules and regulations for compliance are still being written

Recently, the Family Medical Leave Act was expanded to include military absences. If you're working and your son or daughter is being deployed, you can take time off to help with the transition and you will have job protection under the FMLA. In addition, the definition of family member (for military absences only) has been expanded. Employers need to be aware of these expansions and ensure that they are not in violation of the law when they refuse a leave of absence request.

It's critical that employers continuously watch the bills that have been proposed on both a Federal and State level. Don't lose track of what's happening across the legislative landscape because you don't want to be caught unprepared should one of these proposed bills become law.