

# US Employment Law

# VS

# UK Employment Law



## At-Will Employment

- ✓ Most employment in the US is 'at-will'
- ✓ This allows flexible termination for both the employer and employee



## US Employment Contracts

- ✓ US contracts are often more detailed
- ✓ Offer letters are generally considered to be legally binding



## US Family & Medical Leave

- ✓ The Family and Medical Leave Act 1993 (FMLA) provides up to 12 weeks unpaid leave
- ✓ Employers are required to maintain health benefits during this time



## US Working Time Regulations

- ✓ Federal law mandates overtime pay for non-exempt employees who work beyond 40 hours per week
- ✓ State laws may impose additional requirements



## Contractual Relationships

- ✓ Employment operates on a contractual relationship basis
- ✓ Contracts often specify notice periods and conditions for termination



## UK Employment Contracts

- ✓ Contracts tend to be more concise
- ✓ Offer letters are typically seen as part of the negotiation process
- ✓ The employment contract is the primary legal document



## UK Family & Medical Leave

- ✓ UK has its own provisions for maternity, paternity, and adoption leave
- ✓ Structure and eligibility criteria differs from the US



## UK Working Time Regulations

- ✓ The UK Operates a standard 48-hour working week
- ✓ Employees can choose to opt out of working time restrictions



### Want to know more?

Click here to read the full article!



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## US Anti-Discrimination Laws

- ✓ Has comprehensive anti-discrimination laws



## US Healthcare & Benefits

- ✓ Healthcare is primarily provided through employer-sponsored plans
- ✓ Complex healthcare regulations



## US Privacy & Data Protection

- ✓ US privacy laws include the Health Insurance Portability and Accountability Act (HIPAA) and state-specific regulations



## US Health & Safety

- ✓ Occupational Safety and Health Administration (OSHA) regulates workplace safety
- ✓ Standards and requirements differ by industry



## UK Anti-Discrimination Laws

- ✓ UK has similar anti-discrimination laws with varying legal framework



## UK Healthcare & Benefits

- ✓ NHS provides universal healthcare
- ✓ Employers may offer supplementary private health insurance



## UK Privacy & Data Protection

- ✓ UK follows the General Data Protection Regulation (GDPR)
- ✓ Structure and eligibility criteria differs from the US



## UK Health & Safety

- ✓ UK Health and Safety Executive (HSE) oversees workplace safety
- ✓ Regulations may differ from OSHA standards

Seeking legal counsel and staying abreast of changes in US employment law will be crucial for UK recruiters aiming to establish a compliant and successful presence in the US job market.

By navigating these differences with foresight and expertise, UK recruiters can build a foundation for effective and legally sound recruitment operations in the US.

### Want to know more?

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