

Consider Labor Laws When Hiring in Other States

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Please be aware that the employment laws of the states where an employer hires employees are applicable to the employment relationship. Many companies continue to hire remotely without this consideration. Some states have very complex laws favoring employees, and employers should be alert to this issue.

I am mentioning some types of laws to consider so that employers can review this list when considering hires in other states. This is a rather lengthy list to be continued.

Written notices:

- This is a commonly overlooked legal requirement. Check to be sure which legal notices must be provided in each state.

Anti-discrimination laws based on protected status:

- There are various classifications on which an employer may not legally discriminate. These might include the classes protected by federal law or exceed them. For instance, it is illegal in Delaware to discriminate against an employee because they are a firefighter.

Disability accommodations:

- In some states, it's illegal for an employer to require documentation from an appropriate health care or rehabilitation professional in certain situations, such as a request to lift less than 20 pounds.

Pregnancy accommodations:

- In some states, employers must grant reasonable accommodations requested by employees for their pregnancy or related conditions unless employers can show that these accommodations would impose an undue hardship on their business.

Parental leave & sick leave:

- Some states' laws grant employees parental leave, unpaid sick leave, or paid sick leave.

To be continued next blog. In the meanwhile, if you have questions, please reach out.