

# Country Snapshot: United States



Overcoming Workforce Management  
Obstacles in the United States

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## Overcoming workforce management obstacles in the United States

### Compliance reigns supreme — increased compliance risks

#### Fair Labor Standards Act (FLSA)

- Changes in 2016 affected 5 million workers
- California meal/break
- Attestation

#### Family and Medical Leave Act (FMLA)

- Changes to paid time off (PTO) require additional flexibility

#### Schedule fairness

- Permits companywide collective bargaining agreement to be adopted by referendum of a majority of employees actually participating in the vote

#### Affordable Care Act (ACA)

- Ensure you have the ideal full- and part-time mix for your business

### Business and government<sup>1</sup>

#### Degree of influence

- Government's influence on business is quite strong
- Business also has a strong influence on government through lobbies and unlimited campaign contributions
- The U.S. has a strong tradition of legal protection of consumers and workers against predatory business practices and monopolies

#### Barriers to doing business

- Consult legal and tax specialists for guidance on your U.S. business operations

### Business ethics

- Be aware that bribery is illegal, whether it is offered or accepted
- Familiarize yourself with your company's policies regarding gift-giving, as policies are generally strict
- Be careful with confidential information
- Nepotism, while not illegal, is considered unethical

### Attitude toward business

- Work is an important part of people's lives, and many people in the U.S. define themselves and others based on what they do for a living
- Paid time off is not provided or guaranteed by the government as it is in many countries



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<sup>1</sup> *GlobeSmart Culture Guides*, GlobeSmart, (April 21, 2020), found at [www.globesmart.com/products/culture-guides/](http://www.globesmart.com/products/culture-guides/).