

# BASICS OF AMERICAN LABOUR LAW

*Second Version 2022*

Antoine T.J.M. Jacobs



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## **Basics of American Labour Law**

*A Brief Description of the Labour Law of the United States of America for the Purpose of Comparative Labour Law (Second version 2022)*

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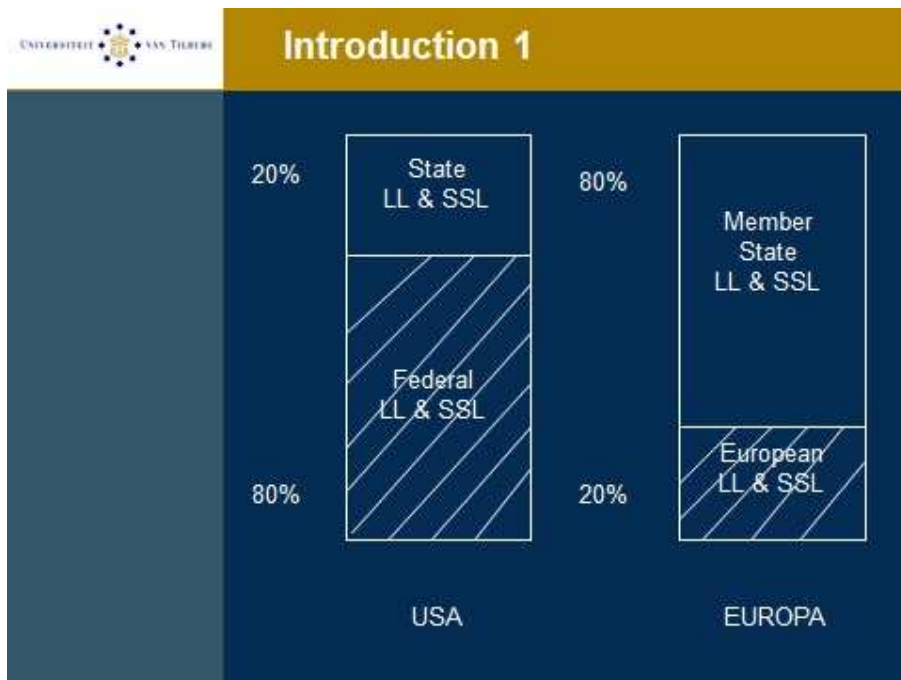
## Abbreviations

ADA	Americans with Disabilities Act
ADEA	Age Discrimination in Employment Act
EEOC	Equal Employment Opportunity Commission
EPA	Equal Pay Act
EU	European Union
FLSA	Fair Labour Standards Act
FMCS	Federal Mediation and Conciliation Service
FMLA	Family and Medical Leave Act
ILO	International Labour Organisation
LGBTQ	Lesbian, Gay, etc.
LL	Labour Law
LMRA	Labour Management Relations Act
LMRDA	Labour-Management Reporting and Disclosure Act
NLRA	National Labour Relation Act
NLRB	National Labour Relations Board
OSHA	Occupational Safety and Health Act
SSL	Social Security Law
US(A)	United States (of America)
UK	United Kingdom
WARNWorker	Adjustment and Retraining Notification Act

# CHAPTER I

Introduction

The United States of America is a genuine federal state, formed by 50 States on the American continent under the umbrella of a Federal government.<sup>1</sup> It is much more a federal state than the European Union. The federal authorities have more power to make all-American politics and all-American laws than authorities in Europe possess to produce all-European policies and laws, and where national states still have more political and legal autonomy than has been left for the States of the USA. Labour Law is certainly one of the fields where this difference is quite noticeable.



If I had to assess the impact of federal labour law on the American labour market, I would come at 80%; in Europe the impact of EU labour law I would estimate it at 20%. This would leave the impact of State law on the American labour market at 20%, while in Europe the impact of national labour law on their labour markets would be 80%. Of course, this is not more than an assessment at random, but I believe that most labour market experts will join this assessment.

Obviously, this cohabitation of federal labour law with the law of the States will cause legal and practical difficulties (see par. 1.1.2.)

1. IEL § 8.