

## Navigate the complexities of HR compliance

With the Federal and State Topic Analysis tool

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Maternity and Pregnancy Overview	equally, whether they are pregnant or not. "Perceived pregnancy" means being regurded or treated by an employer (or other covered entity) as being pregnant or having a neleted medical condition.
+Oscrimination	The law also prohibits an employer from requiring an employee to take a leave of absence hecause of pregnancy or perceived pregnancy when the employee host not requested

"I try to make sure that the policy that I'm writing covers everything that happens in California. The analysis between both federal and state law is the one thing that I have not found anywhere else, that is the most helpful to me, especially when I am updating a policy."

- Shareta Caldwell, SHRM-CP, Vice President of HR at VA Desert Pacific Federal Credit Union

The Federal and State Topic Analysis tool provides side-by-side, in-depth coverage of 90+ key employment laws for today's HR professionals and employment law attorneys. Stay up to date on the latest law changes with timely updates from our team of in-house legal professionals, safeguarding your organization from expensive legal disputes and penalties.

## **Benefits**

- Stay compliant to mitigate legal risks
- Cut down on manual research processes
- Increase work efficiency
- Expert insights and analysis
- Informed decision-making

## **Features**

- Deep dive into 90+ key employment laws
- Side-by-side law comparison of state and federal laws to grasp differences and compliance requirements
- Regular updates from employment law experts
   to keep you current with daily insights
- Downloadable training materials, forms, and checklists
- User-friendly design so you can expand/ collapse, bookmark, and print anything for easy reference



HR professionals typically spend **45.8 hours monthly** maintaining compliance documents manually. Cut that time down by **98% monthly** with the Federal and State Topic Analysis.

Speak with an HR solutions representative today.