

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.