

2 New Tools

to Help America's Employers

Understand and Comply with U.S. Department of Labor Laws and Regulations

Office of Compliance Assistance Policy
U.S. Department of Labor
www.dol.gov/compliance



1

FirstStep Employment Law Advisor

The **FirstStep Employment Law Advisor** is an interactive, online tool available at www.dol.gov/elaws that helps employers simply and quickly determine which of the major employment laws administered by the U.S. Department of Labor (DOL) apply to their business or organization. It also provides easy-to-access information about how to comply with the laws' requirements.

To determine the laws applicable to a specific business, the Advisor asks employers to answer questions regarding relevant factors such as the nature and general location of their business, the size of their business, and whether or not their business has Federal contracts or subcontracts.

After users answer the questions, the Advisor generates a customized list of major employment laws administered by DOL that likely apply to their business. Each of these laws is linked to a special Web page with centralized information about how to meet its requirements. Users can "bookmark" the list so that they can easily return to it when they need additional information.

The **FirstStep Employment Law Advisor** is one of a number of elaws Advisors, which DOL developed to help employers and employees understand their rights and responsibilities under selected DOL employment laws. Each Advisor includes links to more detailed information, such as links to regulatory text, fact sheets, posters and other compliance assistance materials.

2

Employment Law Guide

The **Employment Law Guide** describes the major statutes and regulations administered by the U.S. Department of Labor (DOL) that affect businesses and workers. It is written in plain language and targets employers needing introductory information to develop wage, benefit, safety and health, and nondiscrimination policies for their businesses.

The Guide's overview allows employers to quickly identify which requirements may apply to them. Details about each are then provided in eight chapters grouped by the following topics: Wage and Hours of Work; Safety and Health Standards; Health Benefits and Retirement Standards; Other Workplace Standards; Work Authorization for Non-U.S. Citizens; Federal Contracts: Wages, Hours of Work, and Fringe Benefits; and Specific Industries (Agriculture, Mining, Construction and Transportation).

Each chapter also provides the name and telephone number of the DOL agency that administers the laws and regulations addressed in that chapter. If employers have any difficulty contacting a DOL agency or need referral information on any topic discussed in the Guide, they can also call DOL's Toll-Free Information Service at 1-866-4-USA-DOL (TTY: 1-877-889-5627).

The **Employment Law Guide** is available in print and online, in both English and Spanish. To order a printed copy, contact DOL's Toll-Free Information Service at the number listed above.