

the a z guide to federal employment laws for the small business owner

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This comprehensive A-Z guide for small business owners demystifies complex federal employment laws, ensuring compliance and peace of mind. Navigate essential regulations, understand your obligations, and protect your business effectively with this vital resource covering all aspects from hiring to termination.

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the a z guide to federal employment laws for the small business owner

Federal Employment Laws for Business Owners - Federal Employment Laws for Business Owners by General Counsel, P.C. 159 views 6 years ago 2 minutes, 21 seconds - If you manage or employ people, these are things you should know: NOTE: In most jurisdictions, **employment**, is "at-will" - the ...

Federal Employment Laws - Federal Employment Laws by GreggU 4,330 views 4 years ago 2 minutes, 56 seconds - Let's take a look at major **federal employment laws**,. **Labor law**, (also known as **labor law**, or **employment law**,) mediates the ...

FAIR LABOR STANDARDS ACT FLSA

TITLE VII OF THE CIVIL RIGHTS ACT

AGE DISCRIMINATION IN EMPLOYMENT ACT

PREGNANCY DISCRIMINATION ACT

AMERICANS WITH DISABILITIES ACT

FAMILY AND MEDICAL LEAVE ACT (FMLA)

UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

GENETIC INFORMATION NONDISCRIMINATION ACT

Employment Law | The 4 Key Principles Explained - Employment Law | The 4 Key Principles

Explained by Two Teachers 13,025 views 1 year ago 8 minutes, 43 seconds - How does **employment law**, impact **businesses**, and **employees**,? Watch this video to find out the 4 key areas of **employment law**, ...

Intro

Key Legislation: Data Protection Act (2018)

Key Legislation: Employment Rights Act (1996)

Key Legislation: National Minimum Wage Act (1998)

Key Legislation: Equality Act (2010)

9 Protected Characteristics

Key Legislation: Health and Safety at Work Act (1974)

Key Legislation: Working Time Regulations (1998)

Employment Law for Business Owners, Managers & HR - Avoid Getting Sued - Employment Law for

Business Owners, Managers & HR - Avoid Getting Sued by Branigan Robertson 81,126 views 5

years ago 19 minutes - This video is an overview of **employment law**, in America. Branigan is an **employment**, lawyer who shares how to avoid getting ...

Intro

BRANIGAN A. ROBERTSON

EMPLOYMENT CONTRACTS

TORTS IN THE WORKPLACE

DON'T FIRE AN EMPLOYEE RIGHT AFTER THEY COMPLAIN BRANIGAN ROBERTSON

Discrimination Protected Classes Race

MANAGE YOUR MANAGERS

IF AN EMPLOYEE IS BEING BULLIED THEY ARE GOING TO CALL A LAWYER. BRANIGAN

ROBERTSON

LEAVES OF ABSENCE

MAKE SAFETY A PRIORITY

12 EVERYTHING ELSE

Questions?

HR Basics: Employment Law - HR Basics: Employment Law by GreggU 127,602 views 6 years ago

7 minutes, 24 seconds - HR Basics is a series of short lessons, designed to highlight what you need to know about a particular human resource ...

Equal Employment Opportunity laws prohibit specific types of job discrimination in the workplace.

EEOC OFCCP Developing guidelines and overseeing same activities relative to executive orders

Over the course of time, the administration of employee compensation has been regulated by Federal, State and Local governments

Establishes standards for minimum wage, overtime pay, recordkeeping, and child labor.

Workplace safety law consists of federal and state regulations imposed on businesses in an effort to keep employees safe from harm.

Administration, OSHA, is the federal agency responsible for protecting the health and safety

Workers' compensation law is a system of rules in every state designed to pay the expenses of employees who are harmed while performing job- related duties.

Maintain relationships with employees organized by labor unions, including the establishment, negotiation, and administration of collective bargaining agreements.

TAFT-HARTLEY ACT OF 1947 Labor Management Relations Act

Guide to Federal, State, & Local Regulations for Small Businesses - Guide to Federal, State, & Local

Regulations for Small Businesses by CSI Accounting & Payroll 29 views 3 weeks ago 6 minutes,

48 seconds - Navigating the maze of **small business laws**, and accounting compliance can be daunting, but it's crucial for keeping your doors ...

Intro

Business Structure

IRS Letters

Federal Tax Filings

Personal Taxes

Heavy Use Tax

Federal Licensing

Collecting & Remitting Sales & Use Tax

Responding from Letters From the State

Renewing with the Secretary of State

State Tax Filings

Personal Taxes

State Licensing

Business Personal Property Tax Filings

Provider Tax

Local Taxes & Licensing

Get Help from a Professional

Outro

\$10,000 in 1 Month Delivering Medical Supplies Using Your Own Car (Easy Side Hustle) - \$10,000 in 1 Month Delivering Medical Supplies Using Your Own Car (Easy Side Hustle) by Journey With The Hintons 1,200,929 views 1 year ago 10 minutes, 2 seconds - \$10000 in A Month to Deliver Medical Supplies Using Your Own Car (Easy Side Hustle) Want to learn to edit like a YouTube Pro?

Use Your Own Car

Pick up and delivery

Certifications

Bloodborne Pathogens

HIPPA

How To Get LLC and EIN For FREE in under 5 minutes - How To Get LLC and EIN For FREE in under 5 minutes by Colin Matthew 100,963 views 7 months ago 6 minutes, 35 seconds - In this video I go over How To Get LLC and EIN For FREE in under 5 minutes. DONE FOR YOUR **BUSINESS**, FUNDING with NO ...

Are You Being Quiet Fired? Signs Your Company Is Hoping You Quit Your Job! - Are You Being Quiet Fired? Signs Your Company Is Hoping You Quit Your Job! by A Life After Layoff 938,036 views 1 year ago 8 minutes, 20 seconds - Are You Being Quiet Fired? Signs Your **Company**, Is Hoping You Quit Your **Job**,! You've heard about quiet quitting. But what about ...

intro

no raises

passed for promotion

PTO denied

PIP

schedule changes

increased workloads

Performance appraisals

unresponsive boss

work reassigned

what you should do

HR Is Not Your Friend. Before You Complain At Work, Watch This... - HR Is Not Your Friend. Before You Complain At Work, Watch This... by Jennifer Brick 458,461 views 2 years ago 13 minutes, 12 seconds - Human Resources is not your friend. If you're in a toxic workplace or dealing with a workplace issue, like a bad boss, you might ...

Super important!

The practical reason for not calling HR.

What does HR do, and what is absolutely not their job.

HR (and your toxic boss) strike back

Will they help you?

When to File an HR Complain (and oh ~~pl~~an you MUST have ready)

If Only It Were That Simple (Office Humor) - If Only It Were That Simple (Office Humor) by Working Solutions 631,661 views 14 years ago 1 minute, 43 seconds - Don't you wish you could get things done in your office this easily? Here's a funny commercial for one of the most powerful hosted ...

How To Start In The Skilled Trades | Who Makes The Most Money | THE HANDYMAN | - How To Start In The Skilled Trades | Who Makes The Most Money | THE HANDYMAN | by The Handyman Business 1,018,724 views 3 years ago 12 minutes, 21 seconds - This is the **business**, management app I use to run my **business**, <https://go.getjobber.com/thehandymanbusiness> Let me know how ...

Easy Side Hustle Delivering Medical Supplies Using Your Own Car - Easy Side Hustle Delivering Medical Supplies Using Your Own Car by Judd Albring 1,965,724 views 9 months ago 13 minutes, 9 seconds - Medical Courier Companies goshare.co lablogistics.com dropoff.com frayt.com cbdriver.com reliablecouriers.com #sidehustle ...

Best Advice to Small Business Owners - Best Advice to Small Business Owners by Goldman Sachs 1,956,679 views 7 years ago 3 minutes, 26 seconds - At an event honoring the twentieth graduating class of the 10000 **Small Businesses**, program at LaGuardia Community College in ...

Warren Buffett CEO, Berkshire Hathaway

Michael R. Bloomberg Founder Bloomberg LP and Bloomberg Philanthropies

Kerry Healey President, Babson College

Lloyd C. Blankfein Chairman and CEO, Goldman Sachs

Marc Morial President and CEO, National Urban League

Michael E. Porter Professor, Harvard Business School Founder & Chairman, Initiative for a competitive Inner City

\$60 AN HOUR DELIVERING VEHICLES!(Easy side hustle) - \$60 AN HOUR DELIVERING VEHICLES!(Easy side hustle) by Its Super Dave 1,111,349 views 1 year ago 8 minutes, 2 seconds - Earn \$60 an hour delivering vehicles with this easy side hustle. Work when you want to. Get paid weekly. Be your own boss.

Don't Setup an LLC Until You Watch This Video (Time Sensitive) - Don't Setup an LLC Until You Watch This Video (Time Sensitive) by Karlton Dennis 323,985 views 1 year ago 16 minutes - Starting a new **business**,? Tax expert Karlton Dennis is here to show you the Top 5 things YOU should be most focusing on as you ...

Intro

Why Im Sharing This Video

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Structure

Liability Protection

Tracking System

A business owner's guide to employee benefits | Morgan Law @FinePointsBookkeeping - A business owner's guide to employee benefits | Morgan Law @FinePointsBookkeeping by Intuit QuickBooks 1,879 views 2 years ago 6 minutes, 37 seconds - One of the most important factors in keeping **employees**, happy is offering benefits. Managing benefits can be tricky and costly for a ...

Introduction

Required employee benefits

Common employee benefits

Advantages of offering employee benefits

New 2024 Federal Requirement for LLCs & S Corps! Don't Miss Out! - New 2024 Federal Requirement for LLCs & S Corps! Don't Miss Out! by Uplevel Entrepreneur 14,547 views 4 months ago 1 minute, 22 seconds - This is Edward-Verified! Starting January 1st, 2024, there's a new **federal**, requirement that all LLCs and S corps must be aware ...

Full Guide To Hire Employees For Your Small Business [Step-by-Step] - Full Guide To Hire Employees For Your Small Business [Step-by-Step] by LYFE Accounting 35,071 views 2 years ago 10 minutes, 36 seconds - Do this before you hire, during the hiring process, and after you hire for your **small business**, or startup. BEST Virtual Address for ...

Intro

DECIDE IF YOU WANT AN INDEPENDENT CONTRACTOR OR AN EMPLOYEE

MAKE SURE AN EMPLOYEE IS WITHIN THE BUDGET

CREATE AN EMPLOYEE HANDBOOK AND STANDARD OPERATING PROCEDURES

CREATE A JOB DESCRIPTION

CREATE A SYSTEM FOR IDENTIFYING TOP TALENT

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SET UP PAYROLL

HAVE THE EMPLOYEE COMPLETE FORM W-4

FILL OUT FORM 1-9

3 REMEMBER IMPORTANT DATES

HR Basics - Federal Employment Laws - HR Basics - Federal Employment Laws by HR Business Solutions 398 views 2 years ago 4 minutes, 41 seconds - Angie Bandy, Manager of HR Consulting, shares all you need to know about **Federal Employment Laws**,.

Labor Standards Act

Exempt from Overtime

The Uniformed Service Employment Re-Employment Rights Act

Affordable Care Act

The Immigration Reform and Control Act

Employee Polygraph Protection Act

Introduction to Employment Law Requirements for DC Small Employers - Introduction to Employment Law Requirements for DC Small Employers by D.C. Bar Pro Bono Center 158 views 1 year ago 1 hour, 45 minutes - The focus will be on D.C. and **federal employment laws**,. This webinar is suitable for both **small businesses**, and nonprofits.

Introduction

DC Bar Pro Bono Center

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Agenda
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Misclassification
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Legal Alert
Confidentiality NonDisclosure Agreements
Anti Harassment Policy
Safety and Security
Whistleblower and AntiRetaliation
5 Simple Steps to Starting Your Canadian Business - 5 Simple Steps to Starting Your Canadian Business by Avalon Academy No views 1 hour ago 23 minutes - Paul takes you through five simple steps to starting your **business**, in Canada. ***** AVALON ACADEMY ...
Legal Basics for Small Business Owners - Legal Basics for Small Business Owners by mesacc 796 views 10 years ago 1 hour, 12 minutes - Legal, Basics for **Small Business Owners**., presented by Attorney Otto Shill.
Small Business Taxes for Beginners & New LLC Owners - Small Business Taxes for Beginners & New LLC Owners by LYFE Accounting 145,221 views 1 year ago 16 minutes - Small business, taxes for beginners. There has been a record-breaking number of LLCs created in the last two years according to ...
Preview/Intro
Individual Income Tax
Corporate Taxes
Payroll Taxes
Self-Employment Taxes
Other Uncommon Taxes
How to Pay Business Taxes
Business Tax Deductions
Compliance Checklist
IRS Receipt Requirements
How HR Cheats Employees - How HR Cheats Employees by Branigan Robertson 3,460,242 views 1 year ago 13 minutes, 49 seconds - This **legal**, video is about how Human Resources cheats their **employees**, out of rights, money, and jobs. You need to be aware of ...
Introduction to HR Tricks
Trick 1 - Open Door Policy
Trick 2 - Workplace Investigations
Trick 3 - HR Reps Lie All The Time
Branigan's Contact Information
Trick 4 - Arbitration
Conclusion, Contact Information, & Disclaimer
Understanding Employment Law - Understanding Employment Law by GreggU 6,180 views 2 years ago 31 minutes - No single set of **employment laws**, covers all workers in the United States. Whether and how **laws**, apply also depend on such ...
Intro

FEDERAL LAWS Our main focus will be on federal laws because these reach most widely across U.S. workplaces and often serve as models for state and local laws. We will also mention significant variations in the employment laws of different states.

CONSTITUTIONS Constitutions are the most basic source of law. Constitutions address the relationships between different levels of government and between governments and their citizens.

One important example of an executive order affecting employment is Executive Order (E.O.) 11246, which establishes affirmative action requirements for companies that do business with the federal government.

EMPLOYEE RIGHTS Paradoxically, the starting point for understanding employee rights is a legal doctrine holding that employees do not have any right to be employed or to retain their employment. A central part of employment law is the set of protections for employees against discrimination based on their race, sex, age, and other grounds.

TERMS The terms "public sector" and "private sector" do not refer to whether a company trades its stock on the stock market, but rather to whether the employer is a government agency or a corporation.

LIMITATIONS However, public employees are also subject to restrictions on their political activities, excluded from coverage under the NLRA and OSHA, and limited in their ability to sue for violations of federal law.

DISCIPLINE Discipline or discharge of a unionized employee is contractually limited to situations where the employer can establish "just cause" for the discipline or discharge.

STATE LAW The interrelationship between federal and state laws is a complex legal matter. At the risk of oversimplification, states are usually free to enact laws pertaining to issues not addressed by federal law.

LEVERAGE Governments sometimes use the contracting process as leverage to get employers to implement desired workplace practices.

Benefits have been the target of a number of employment laws since the 1970s, with health insurance, pensions, and leaves being at the center of recent legislative efforts.

Legislation does not emerge in a vacuum. Many of our employment laws reflect the work of social movements, organized efforts to create needed changes in workplaces and society.

SOCIETAL VALUES Our employment laws are windows into important periods in our history, express basic societal values, and represent hard-won accomplishments that should not be taken for granted.

CLAIMS A wide variety of enforcement procedures exist for bringing and resolving claims related to violations of employment laws.

LEGAL SYSTEM Contesting one's employer in the legal system is an expensive, protracted, uncertain, and emotionally draining process. Most likely, the cases that are brought are just the tip of the iceberg.

LEGAL ACTION Most employees who have their rights violated by their employers do something other than take legal action. They quit, join a union, withhold discretionary effort, just let it go, or talk it over

DISCRETE ACTS When applying limitations periods to discrimination cases, courts distinguish between "discrete acts" (such as nonhiring and termination) that occur at particular points in time and acts that recur and have a cumulative impact.

Most employment laws enable employees to enforce their rights through lawsuits against their employers.

CASES Employment lawyers accept only an estimated 5 percent of the employment discrimination cases brought to them. Lower-wage workers, for whom provable damages are relatively low, are particularly likely to have their cases turned away.

LAWSUIT Considerable managerial time is spent when a lawsuit is filed, responding to requests for records, answering interrogatories, and giving sworn depositions regarding the facts of the case.

DISTRICT COURT A case that goes into the federal court system starts at the district court (trial court) level. The role of the district court is to establish the facts of the case and to reach a decision about the employee's claim(s).

ALLEGATIONS However, many cases filed against employers are dismissed without a trial because the court determines that even if the allegations of the are accepted as true, they are not sufficient to support a legal claim.

CLASS MEMBERS They claim that their rights and those of other class members were violated in essentially the same manner by the defendant. Individuals can opt in or out of class-action lawsuits, and any award is shared by the class members.

CONTROVERSY Class-action lawsuits are controversial. Plaintiffs' counsels see them as an efficient means for pursuing the claims of many individuals who might not otherwise be able to take legal action.

Plaintiffs have encountered difficulty advancing class-based discrimination lawsuits. They have a much better chance of achieving class certification if they involve smaller numbers of employees employed by the same establishment.

brought in significant numbers, the ability of employees to challenge the policies and practices of large corporations has been diminished.

PREREQUISITE Some employment laws require that a charge be filed with an administrative agency and that the agency be given the chance to resolve the matter before an employee can go to court.

REMEDY It has a statutory duty to conciliate requires at a minimum that it inform employers of its finding of discrimination, offer to conciliate, and give the employer an opportunity to remedy the alleged discriminatory practice.

If an employer has a complaint or grievance procedure, the employee does not usually have to use the internal procedure before taking the case to an enforcement agency or court.

STATUTES To meet this standard, a collective bargaining agreement must, at the very least, identify the specific statutes the agreement purports to incorporate or include an arbitration clause that specifically refers to statutory claims.

CONTROL Arrangements that give the employer effective control over who can arbitrate a case or require the use of arbitrators with business ties to the employer are unlikely to be enforced.

LIMITATIONS Limitations periods for filing arbitration claims that are shorter than those that would apply to court proceedings have sometimes, but not always, been deemed unconscionable.

CLASS CLAIMS Under the FAA, arbitration agreements are not invalid simply because they contain language disallowing class-wide arbitration, even in cases where claims by individual plaintiffs would be prohibitively expensive.

Remedies available in employment cases include attorneys' fees, court orders, back pay, reinstatement, hiring, liquidated damages, compensatory damages, and punitive damages.

PUNITIVE DAMAGE The awarding of punitive damages is of particular concern to employers. Yet, the threat of punitive damages plays an important role in ensuring that employers take their legal responsibilities seriously.

Managers need to know about employment law so they can institute policies that prevent violations, recognize situations that raise legal concerns, and know when to seek legal advice.

Labor Laws by Company Size Chart - Labor Laws by Company Size Chart by HR360Inc 676 views 9 years ago 2 minutes, 50 seconds - 1:50 Offering free, downloadable **guide**, to **Federal Labor Law**, by **Company**, Size. 2:13 Compliance is essential to your **business**, ...

Labor Laws, and How They Apply to You as a **small**, to ...

There are more than 15 federal labor laws that your company must comply with

Companies with one or more employee must comply with the Immigration Reform and Control Act of 1986

Collect information on employee's identity and employment eligibility for the Form I-9

With a single employee must complete and file an I-9 form for that individual

Companies with 1-14 employees need to comply with OSHA, HIPPA statutes, etc.

... **guide**, to **Federal Labor Law**, by **Company**, Size.

Compliance is essential to your business success

Download our free guide, "Federal Labor Law" at www.hr360.com, go to HR Free Tools

Introduction to Employment Law - Introduction to Employment Law by GreggU 13,434 views 3 years ago 47 minutes - The HRM **legal** environment has become significantly more complex in the past 30 years. There have been a significant number ...

CONCEPTS

IMPACT

CHARACTERISTICS

NECESSITY

JOB RELATED

PDA

DISABILITY

ESSENTIAL

JOB DESCRIPTION

COMPENSATORY

GINA

IMMIGRATION REFORM AND
AGREEMENT
DISCHARGE

Affirmative action is a series of policies

VOLUNTARY
COURT ORDER
WHITE
PERSPECTIVES

CONFLICT

LEADERSHIP

HOSTILE

REASONABLE

PRIMA FACIE

LIABILITY

QUESTIONS

DRESS

FREEDOM

PROTECTED

LESS OBVIOUS

ACCOMMODATION

Introduction to Federal Employment Law (for supervisors/managers) - Introduction to Federal Employment Law (for supervisors/managers) by JurisIQ Learning Center 1,141 views 8 years ago 2 minutes, 9 seconds - In this presentation for JurisIQ Learning Center, McAfee & Taft **labor**, and **employment**, attorney Paul Ross introduces supervisors ...

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Labour laws (also spelled as labor laws), labour code or employment laws are those that mediate the relationship between workers, employing entities, trade... 84 KB (10,470 words) - 13:32, 1 March 2024
be seen as a way to help lower-income families. Modern national laws enforcing compulsory union membership which prescribed minimum wages for their members... 162 KB (20,230 words) - 11:51, 10 March 2024

Kingdom labour law regulates the relations between workers, employers and trade unions. People at work in the UK have a minimum set of employment rights, from... 291 KB (40,734 words) - 05:50, 19 February 2024

statements or the legal system. These norms, values, ethical, and unethical practices are the principles that guide a business. Business ethics refers to contemporary... 115 KB (14,259 words) - 21:24, 26 February 2024

This body of law is called employment discrimination law, and gender and race discrimination are the largest sub-sections within the area. Laws specifically... 116 KB (14,979 words) - 17:41, 26 February 2024

The Jim Crow laws were state and local laws introduced in the Southern United States in the late 19th and early 20th centuries that enforced racial segregation... 71 KB (8,481 words) - 19:54, 7 March 2024
in law for state and federal reimbursements (by person not by agency or corporation). Supported employment was developed in the United States in the 1970s... 77 KB (9,350 words) - 21:11, 22 January 2024

Retrieved 28 July 2015. "New Amendment to the Federal Labor Law in Mexico Raises Minimum Age for Employment". "The Fair Labor Standards Act of 1938, as... 135 KB (1,465 words) - 12:07, 24 December 2023

4, 2016). "National Sources of Law Enforcement Employment Data" (PDF). U.S. Department of Justice: 1. "U.S. Federal Law Enforcement Agencies, Who Governs... 276 KB (24,081 words) - 18:42, 13 March 2024

housing laws. Landlords are not required by law to rent to any tenant who applies for a property. Landlords can select tenants based on objective business criteria... 83 KB (9,461 words) - 22:04, 11 February 2024

used to interpret their own laws. Civil law codifications based closely on Roman law, alongside some influences from religious laws such as canon law, continued... 156 KB (17,365 words) - 16:23, 27 February 2024

thus resulted in a violation of Article 3 (equality before the law) of the Basic Law for the Federal Republic of Germany. So far, the calculation of property... 74 KB (9,774 words) - 08:38, 12 March 2024

Networks For \$14.6B". TVNewsCheck. Emily Steel (July 31, 2017). "Discovery to Buy Scripps, Owner of Food Network, in \$11.9 Billion Deal". The New York... 418 KB (13,072 words) - 02:45, 10 March 2024

Generation Z (or Gen Z for short), colloquially known as Zoomers, is the demographic cohort succeeding Millennials and preceding Generation Alpha. Members... 254 KB (29,404 words) - 22:53, 22 February 2024

education, employment, and transportation have been systematically separated in the United States based on racial categorizations. Segregation was the legally... 146 KB (16,685 words) - 11:55, 10 March 2024

also has the power to prosecute offenders, but only for offences against specific federal laws (ex. selling narcotics). Quebec is responsible for operating... 237 KB (23,391 words) - 02:12, 9 March 2024

the Federal Democratic Republic of Ethiopia, is a country located in the Horn of Africa region of East Africa. It shares borders with Eritrea to the north... 215 KB (21,243 words) - 00:48, 14 March 2024

collected by a firm above and beyond what is required to keep an entrepreneur owner interested in continuing in business. economic security The condition... 216 KB (23,558 words) - 16:18, 22 January 2024

2009, the legislature passed a bill to repeal other discriminatory civil rights laws, which had been enacted in 1964, the same year as the federal Civil... 162 KB (16,662 words) - 09:45, 10 March 2024

Partnership, and the Chinatown Business Improvement District, in 2013 NYCLA held a series of workshops in Chinatown to assist the small business owners in understanding... 25 KB (3,248 words) - 03:27, 11 March 2024