
The 5Cs Of U.S. Employment Law: Human Resource Management Lessons For U.S./Foreign Corporations And Their Subsidiaries

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EXECUTIVE SUMMARY

Over 60,000 lawsuits are filed annually in U.S. courts by employees seeking redress from their employers in matters related to violations of U.S. employment law. These lawsuits impact foreign firms, American firms, and their offshore subsidiaries. Much of this litigation arises from a failure of both employers and employees to understand the intricacies of U.S., foreign and treaty-based laws impacting employment relationships/workplace discrimination. This paper attempts to clarify the complexity of these employment laws through articulation and discussion of the 5Cs typology. Recommendations for reducing ambiguities and promoting better compliance to current employment laws are also provided.

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