



Employment Law

Difference between France and USA

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HEALTHCARE



- Mandatory health mutual
- Social security system depend of work regime (public, private, agricultural)
- Public Financing: Medicare Program and Medicaid Program
- Private Financing

STRIKE



- Individual and collective right.
- Conditions of validity : total stoppage of work, employee consultation, professional claims.
- Consequences : risk of disciplinary action or dismissal.

- The Americans have the right to strike, but under certain conditions and limitations.

CONTRACT TYPES



- Permanent contract
- Fixed-term contract
- Temporary employment contract

- Liberal and it is quite possible to work legally without a written contract of employment.
- Contract employee which specifies the duration and other terms,

WORKING HOURS



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- 35 hours per week unless agreement
- 48 hours maximum per week
- US legislation does not indicate any limit on the number of hours worked per day, or per week.
- 40 hours a week.

OVERTIME



- Authorized
- From 1 hour to 8 hours :
paid at 125%
- From 9 hours and more :
paid at 150%

There is either financial compensation or compensation in rest.

- No limit in the Act on the number of hours employees
- The Act applies on a workweek basis.

Averaging of hours over two or more weeks is not permitted.