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DIFFERENCE BETWEEN FRANCE AND USA

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Holiday entitlement

France	USA
<ul style="list-style-type: none">• 2,5 working days per month of work	<ul style="list-style-type: none">• No law oblige the employers to give holiday entitlement



Sick leave

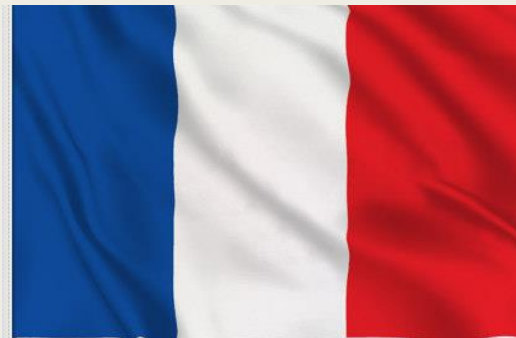
France	USA
<ul style="list-style-type: none">• In the labor code• no limit of sick leave• Easy stop in sick leave• sick leave is paid	<ul style="list-style-type: none">• Not in the labor code• Family And Medical Leave Act have 12 weeks a year of sick leave• hard stop on sick leave• no sick pay



Parental leave

Maternity and paternity

France	USA
<ul style="list-style-type: none">• Parental leave = 3 years per child• Parental leave is paid• Both parents or entitled	<ul style="list-style-type: none">• There is not parental leave



Termination / Dismissal

Collective dismissal

France	USA
<ul style="list-style-type: none">• Several termination of employment : resignation, individual and collective mutually agreed severance, redundancy individual and economic• In labor code	<ul style="list-style-type: none">• Employment At will• Employment contract• Negotiation with employer

