



UNITED STATES WORKING

 **Jobs, labor laws, and unemployment | USAGov**

Working Hours

In the USA, employees typically work a standard 40-hour week. The usual schedule runs from Monday to Friday, 9 a.m. to 5:30 p.m., with a 30-minute lunch break. However, many organizations allow flexibility, permitting employees to start earlier or finish later as long as they complete their scheduled hours.

Overtime is allowed and may be compensated or unpaid, depending on your employer's policies.

Holidays

Many foreign nationals relocating to the USA for work are often surprised to discover that federal law does not mandate paid holidays (commonly known as vacation). While larger companies may provide attractive benefits packages to lure top talent, this is not a universal practice.

Employers generally offer between 10 and 20 days of vacation at their discretion. Additionally, be aware that other forms of leave, such as sick leave and maternity leave, may

also be paid or unpaid based on the employer's policies.

Public Holidays

The USA recognizes 11 official federal holidays. Ten of these occur annually, while one, Inauguration Day, is celebrated every four years during a Presidential election year.

With the exception of Inauguration Day, which is typically observed only in counties affected by the election, federal holidays are recognized by most public offices, and many private businesses may also close.

Individual states may observe additional holidays, so it's best to check the dates on state government websites.

Federal Holiday Dates

- New Year's Day: January 1
- Birthday of Martin Luther King: January 15
- Memorial Day: May 27
- Independence Day: July 4
- Labor Day: September 2
- Columbus Day: October 14
- Veterans' Day: November 11
- Thanksgiving Day: November 28
- Christmas Day: December 25

Visas and Eligibility to Work

The USA is a highly sought-after destination for individuals seeking work abroad, drawing a significant number of migrants each year.

Historically high levels of illegal immigration have resulted in a notably strict border control system, leading to a variety of visa types available for different purposes.

Except for those traveling under the Visa Waiver scheme, individuals from most nationalities will require a visa to enter the country, and nearly all foreign nationals need a visa to work in the USA.

Your visa application is more likely to succeed if you already have a job offer from a US employer. Most job opportunities for foreign nationals are in specialized or skilled positions, as labor laws prioritize local workers for available jobs.

Be mindful that the US has significant restrictions on entry, and any criminal convictions, particularly those related to drug use, may result in application denial.

Tax

The tax system in the USA is intricate, as residents are subject to taxation at both federal and state levels. To work in the country, you will need to apply for a Tax Identification Number, usually a Social Security Number.

International taxpayers face varying rules, but generally, employees should expect to pay federal income tax, state or city tax, social security tax, and a Medicare levy.

The tax rate you face will depend on your earnings, social situation, and residency status. Most individuals are required to file tax returns annually.

For assistance with tax matters in the USA, reach out to your local IRS office.

Pensions

When you work in the USA and contribute to social security taxes, you earn Social Security credits. These credits can later be used to claim retirement benefits.

The number of credits needed for claiming benefits depends on your age. Therefore, if you only work in America for a short time before retiring, you may not qualify.

However, government incentives and tax breaks allow many companies to provide employees with access to pension plans, so be sure to discuss your options with your employer.

Benefits

Depending on your residency, employment, and social status, you may be eligible for benefits in the USA as a foreign national.

Disability

Under the Americans with Disabilities Act, it is illegal for employers to discriminate against qualified individuals with disabilities, and those individuals also retain several rights as defined by law.