

## **Federal Employment laws by # of Employees**

### **Federal Employment-related Laws by Number of Employees 2017**

#### **1-14 Employees**

Consumer Credit Protection Act of 1968

Employee Polygraph Protection Act of 1988

Employee Retirement Income Security Act (ERISA) of 1974 (if offer benefits)

Equal Pay Act of 1963

Fair and Accurate Credit Transactions Act of 2003 (FACT)

Fair Credit Reporting Act of 1969

Fair Labor Standards Act of 1938 (FLSA)

Federal Insurance Contributions Act of 1935 (FICA) (Social Security)

Health Insurance Portability and Accountability Act (HIPAA) of 1996 (if offer benefits)

Immigration Reform and Control Act of 1986

Lilly Ledbetter Fair Pay Act of 2007

Mental Health and Addiction Equity Act of 2008 (if offer group health plan)

National Labor Relations Act of 1947

Newborns' and Mothers' Health Protection Act of 1996 (for

Occupational Safety and Health Act of 1970

Sarbanes-Oxley Act of 2002 (if public-owned company)

Uniform Guidelines on Employee Selection Procedures of 1978

Uniformed Services Employment and Reemployment Rights Act of 1994

#### **11-14 employees, add**

OSHA Recordkeeping (maintain record of job related injuries and illnesses)

#### **15-19 employees, add**

Title VII of the Civil Rights Act of 1964

Americans with Disabilities Act of 1990

Pregnancy Discrimination Act

Genetic Information Nondiscrimination Act (GINA) of 2008

**20-49 employees, add**

Age Discrimination in Employment Act of 1967

Consolidated Omnibus Benefits Reconciliation Act (COBRA) of 1986

**50 or more employees, add**

Family and Medical Leave Act of 1993

EEO-1 Report filed annually w/EEOC (if a federal contractor)

Mental Health Parity Act of 1996 (if offer health benefits)

Mental Health and Addiction Equity Act of 2008 (if offer health benefits)

Patient Protection and Affordable Care Act of 2010 (if offer health benefits)

**Federal Contractors, add**

Executive Order 11246 of 1965

Vocational Rehabilitation Act of 1973

Drug Free Workplace Act of 1988

Vietnam-Era Veterans Readjustment Act of 1974

Davis Bacon Act of 1931

Copeland Act of 1934

Walsh-Healy Act of 1936

Service Contract Act (1965)

Contract Work Hours and Safety Standards Act (CWHSSA)