



Federal Labor Laws By Number of Employees

1-14 Employees

- American Taxpayer Relief Act of 2012
- Consumer Credit Protection Act of 1968
- Employee Polygraph Protection Act of 1988
- Employee Retirement Income Security Act (ERISA) of 1974 (if company offers 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
- Federal Insurance Contributions Act of 1935 (FICA) (Social Security)
- Health Insurance Portability and Accountability Act (HIPAA) of 1996 (if company offers benefits)
- Immigration Reform and Control Act of 1986
- Lilly Ledbetter Fair Pay Act of 2007
- Mental Health and Addiction Equity Act of 2008 (for group health insurance plans)
- National Labor Relations Act of 1947
- Newborns' and Mothers' Health Protection Act of 1996
- Occupational Safety and Health Act (OSHA) of 1970
- OSHA Hazard Communication Standard
- Sarbanes-Oxley Act of 2002
- 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

- Americans with Disabilities Act (ADA) of 1990
- Genetic Information Nondiscrimination Act (GINA) of 2008
- Pregnancy Discrimination Act
- Title VII of the Civil Rights Act of 1964
- Pregnant Workers Fairness Act (PWFA)

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 (FMLA) of 1993
- Mental Health Parity Act of 1996 (for employers who offer mental health benefits)
- Mental Health and Addiction Equity Act of 2008 (for employers who offer mental health benefits)
- Patient Protection and Affordable Care Act (PPACA) of 2010

100 or more Employees, add

- Worker Adjustment and Retraining Notification Act of 1988
- EEO-1 Report filed annually w/EEOC

Federal Contractors, add

- Contract Work Hours and Safety Standards Act (CWHSSA)
- Copeland Act of 1934
- Davis Bacon Act of 1931
- Drug Free Workplace Act of 1988
- Executive Order 13201
- McNamara-O'Hara Service Contract Act (1965)
- Walsh-Healy Act of 1936
- War Hazards Compensation Act of 1942 (employees working overseas)
- Executive Order 11246 of 1965 (Affirmative Action) – **50+ employees**
- Vietnam-Era Veterans Readjustment Assistance Act of 1974 – **50+ employees**
- Vocational Rehabilitation Act of 1973 – **50+ employees**