

Employment Law by the Number of Employees

1-14 Employees

- Title VII of the Civil Rights Act of 1964 (for employment agencies and labor organizations)

See 15-19 for other employers

- 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 (FCRA) of 1969

- Fair Labor Standards Act (FLSA) of 1938
- Federal Insurance Contributions Act of 1935 (FICA)
- Health Insurance Portability and Accountability Act (HIPAA) of 1996 (if company offers benefits)
- Hiring Incentives to Restore Employment Act (HIRE) of 2010
- Immigration and Nationality Act of 1952
- Immigration Reform and Control Act (IRCA) of 1986

Mental Health Parity Act of 1996 (MHPA)

- National Labor Relations Act (NLRA) of 1947
- Newborns' and Mothers' Health Protection Act of 1996
- Occupational Safety and Health Act (OSHA) of 1970
- Sarbanes-Oxley Act (SOX) of 2002
- Uniform Guidelines on Employee Selection Procedures of 1978
- Uniformed Services Employment and Reemployment Rights Act (USERRA) of 1994

11-14, add

- OSHA Record-keeping (maintain record of job related injuries and illnesses)

15-19, add

- Americans with Disabilities Act (ADA) of 1990
- Americans with Disabilities Amendment Act (ADAAA) of 2009

- Civil Rights Act of 1991
- Genetic Information Nondiscrimination Act (GINA) of 2008
- Lilly Ledbetter Fair Pay Act of 2009
- Title VII of the Civil Rights Act of 1964
- Pregnancy Discrimination Act (PDA)

20-49, add

- Age Discrimination in Employment Act (ADEA) of 1967
- Consolidated Omnibus Benefits Reconciliation Act (COBRA) of 1986

50 or more, add

- Family and Medical Leave Act (FMLA) of 1993
- EEO-1 Report filed annually w/EEOC if organization is a federal contractor
- Mental Health Parity Act of 1996 (for employers who offer mental health benefits)

100 or more, add

- Worker Adjustment and Retraining Notification Act (WARN) of 1988
- EEO-1 Report filed annually w/EEOC (if organization is not a federal contractor)

Federal Contractors, add

- Executive Order 11246 of 1965
- Vocational Rehabilitation Act of 1973
- Drug Free Workplace Act (DFWA) 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)