

DISCLAIMER: The information below is provided without any representation as to its correctness or completeness. As with any legal matter, seek the professional opinion of your legal advisor before acting on any of this information below.

LAWS BY COMPANY SIZE:

1-14 Employees

- Civil Rights Act 1964 and Civil Rights Act 1991, Title VII (for employment agencies and labor organizations). See 15-19 for other employers.
- Consumer Credit Protection Act of 1968
- Employee Polygraph Protection Act (1988)
- Employee Retirement Income Security Act (ERISA) 1974 (if company offers benefits)
- Equal Pay Act of 1963
- Fair Credit Reporting Act (1970)
- Fair Labor Standards Act (FLSA) (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 & Control Act (IRCA) (1986)
- Labor-Management Relations Act (Taft-Hartley) 1947
- National Labor Relations Act (NLRA) 1935
- Occupational Safety and Health Act (1970)
- Uniform Guidelines of Employee Selection Procedures (1978)
- Uniformed Services Employment & Re-employment Rights Act of 1994

11-14 Employees, add

- Occupational Safety & Health Act (OSHA) (1970) (maintain record of job related injuries and illnesses)

15-19 Employees, add

- Civil Rights Act of 1964 Title VII, Civil Rights Act of 1991
- Title I, Americans with Disabilities Act of 1990, (ADA)

20-49 Employees, add

- Age Discrimination in Employment Act (1967) (ADEA)
- Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA)

50 or more employees, add

- Family and Medical Leave Act of 1993 (FMLA)
- EEO-1 Report filed annually w/EEOC if organization is a federal contractor

100 or more employees, add

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

Federal Contractors, add

- Executive Orders 11246 (1965), 11375 (1967), 11478 (1969)
- 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)