

FEDERAL LABOR LAWS BY NUMBER OF EMPLOYEES

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Have you noticed that more attention is being focused on an employer's compliance with employment laws than in the past? Recently there have been several articles indicating an increase in planned compliance audits, and in some cases agencies are increasing staff to cover a larger number of organizations.

Compliance is a regular part of doing business and an area that should not be ignored. To help you understand which laws might apply to your business I have provided a list of federal labor laws based on number of employees.

Federal Labor Laws by Number of Employees

Source: SHRM.org

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

11-14, add

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

15-19, add

- Title VII of the Civil Rights Act of 1964
- Americans with Disabilities Act of 1990

20-49, add

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

50 or more, add

- Family and Medical Leave Act of 1993
- EEO-1 Report filed annually w/EEOC if organizational is 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 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 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)