

## **Federal Labor Laws By 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 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)
- [Hiring Incentives to Restore Employment Act of 2010 \(HIRE\)](#)
- [Immigration Reform and Control Act of 1986](#)
- [Lilly Ledbetter Fair Pay Act of 2007](#)
- [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](#)
- [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](#)
- [Genetic Information Nondiscrimination Act \(GINA\) of 2008](#)

### **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 organization is a federal contractor](#)
- [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 of 2010](#) (for employers who offer health care 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 \(CWHSSA\)](#)