

# FEDERAL LABOR LAWS BY NUMBER OF EMPLOYEES



1 – 14		15 + add	20 + add	50 + add	100 + add
Civil Rights Act of 1964 & Civil Rights Act of 1991	Immigration Reform & Control Act (IRCA) 1986	Civil Rights Equal Employment Opportunity Act (1972)	Age Discrimination in Employment Act (ADEA) 1967	Family and Medical Leave Act (FMLA) 1993	Worker Adjustment & Retraining Notification Act (WARN) 1989
Consumer Credit Protection Act of 1968	Labor-Management Relations Act (Taft-Hartley) 1947	Title I, Americans with Disabilities Act (ADA) 1990	Consolidated Omnibus Budget Reconciliation Act (COBRA) 1985	EEO-1 Report filed annually w/EEOC if organization is a federal contractor	EEO-1 Report filed annually w/EEOC for all employers
Employee Polygraph Protection Act of 1988	National Labor Relations Act (NLRA) 1935				
Employee Retirement Income Security Act (ERISA) 1974	Occupational Safety & Health Act (OSHA) 1970				
Equal Pay Act of 1963	Uniform Guidelines of Employee Selection Procedures 1978				
Fair Credit Reporting Act of 1970	Uniformed Services Employment & Re-employment Rights Act (USERRA) 1994				
Fair Labor Standards Act (FLSA) 1938					
Federal Insurance Contributions Act (FICA) 1935					
Health Insurance Portability and Accountability Act (HIPAA) 1996					
<p><b>Additional Regulations for Federal Contractors</b></p> <p>Executive Orders 11246 (1965), 11375 (1967), 11478 (1969)</p> <p>Vocational Rehabilitation Act of 1973</p> <p>Drug Free Workplace Act of 1988</p> <p>Vietnam-Era Veterans Readjustment Act of 1974</p> <p>Davis Bacon Act of 1931</p> <p>Copeland Act of 1934</p> <p>Walsh-Healy Act of 1936</p> <p>Service Contract Act 1965</p>					



Please note this list is NOT inclusive of all federal and/or state laws applicable to your business.