

Which HR Laws Apply?

Based upon the number of employees at your organization, the following HR laws apply.

1 to 14 Employees

Affordable Care Act (ACA) responsibilities differ by employer size: small <50 employees, medium 50 to 100 employees, large >100 employees

Consumer Credit Protection Act (CCPA)

Employee Polygraph Protection Act (EPPA)

Employee Retirement Income Security Act (ERISA)

Equal Pay Act (EPA)

Fair Labor Standards Act (FLSA)

Federal Insurance Contributions Act (FICA)

Federal Unemployment Tax Act (FUTA)

Genetic Information Nondiscrimination Act (GINA)

Health Insurance Portability and Accountability Act (HIPAA) *covered entities* (without regard to size)

Immigration Reform and Control Act (IRCA)

Labor Management Relations Act (Taft-Hartley)

National Labor Relations Act (NLRA)

Uniform Guidelines on Employee Selection Procedures

Uniformed Services Employment and Reemployment Rights Act (USERRA)

Most states' civil rights laws

11 to 14 Employees

All of the above plus:

Occupational Safety and Health Act (OSH Act)

15 to 19 Employees

All of the above plus:

The Civil Rights Act of 1964 as amended in 1991 (Title VII)

Americans with Disabilities Act (ADA)

20 to 49 Employees

All of the previous plus:

Age Discrimination in Employment Act (ADEA)

Consolidated Omnibus Budget Reconciliation Act (COBRA)

50 or More Employees

All of the previous plus:

Family and Medical Leave Act (FMLA)

100 or More Employees

All of the previous plus:

Workers Adjustment and Retraining Notification Act (WARN)

Federal Contractors

All of the previous plus:

Executive Order 11246

Davis-Bacon Act

Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA)

Rehabilitation Act of 1973

Copeland "Anti-Kickback" Act

Drug-Free Workplace Act of 1988

Walsh-Healey Public Contracts Act (PCA)