

Employment Law Summary

Employment Law	Purpose	Coverage	Notice Requirements	Posting Requirements
Age Discrimination in Employment Act	Protects people who are 40 or older from discrimination because of age. Prohibits retaliation.	Employers with 20 or more employees.	None.	Yes. Covered by Title VII posting requirement.
Americans with Disabilities Act	Makes it illegal to discriminate against a qualified person with a disability. Prohibits retaliation.	Employers with 15 or more employees.	None.	Yes. Covered by Title VII posting requirement.
Title VII of the Civil Rights Act of 1964.	Makes it illegal to discriminate against someone on the basis of race, color, religion, national origin or sex. Prohibits retaliation.	Employers with 15 or more employees.	None.	Yes. EEOC poster. https://www.eeoc.gov/employers/upload/eeoc_self_print_poster.pdf
Civil Rights Act of 1991	Amended Title VII and the ADA to permit jury trials and compensatory and punitive damages in some cases.	Employers with 15 or more employees.	None.	Yes. Covered by Title VII posting requirement.
Consolidated Omnibus Benefits Reconciliation Act	Requires most group health plans to provide temporary continuation of group health insurance.	Employers with 20 or more employees.	Yes.	None.
Drug Free Workplace Act of 1988	Requires some federal contractors and all federal grantees to agree that they will provide drug free workplaces.	Case by case	Yes.	Yes.
Equal Pay Act	Amended the FLSA to wage disparity between men and women in the same establishment who perform jobs that's require substantially equal skill, effort and responsibility under similar working conditions.	All employers.	None.	None.
Fair Credit Reporting Act	Governs the use of consumer reports by employers, including third party background checks.	All employers.	Yes.	None.

Fair Labor Standards Act of 1938	Establishes standards for minimum wages, overtime, recordkeeping and child labor.	All federal state and local government agencies and others.	None.	Yes. https://www.dol.gov/whd/regs/compliance/posters/flsa.htm
Family and Medical Leave Act of 1993	Entitles eligible employees to take unpaid, job protected leave for specified reasons.	All employers with 50 or more employees in a 75-mile radius and all state and local government employees.	Yes.	https://www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf
Federal Income Tax Withholding.	Requires employers to withhold taxes on employee wages.	All employers.	None.	None.
Federal Insurance Tax Withholding	Requires employers to withhold and/or pay taxes imposed to fund Social Security and Medicare.	All employers.	None.	None.
Federal Unemployment Tax Act.	Tax used to fund state unemployment agencies.	All employers.	None.	None.
Genetic Information Nondiscrimination Act	Makes it illegal to discriminate against employees or applicants because of genetic information. Prohibits retaliation.	Generally, employers with 15 or more employees.	Limited.	Yes. Covered by Title VII (EEOC) poster.
Health Insurance Portability and Accountability Act of 1996.	Provides for the portability of employee health care plans and for the protection of certain health care information.	With some exceptions, applies to all health plans, included fully funded and self-insured plans.	Yes.	None.
Immigration Reform and Control Act	Requires employers to verify the identify and employment eligibility of anyone to be hired, which includes completion of the Employment Eligibility Verification Form I-9.	All employers.	None.	None.
Occupational Older Workers Benefit Protection Act	Amends the ADEA to prohibit discrimination in benefits.	Employers with 20 or more employees.	None.	Yes. Covered by Title VII posting.
Occupational Safety and Health Act of 1970.	Requires employers to comply with occupational	State and local governments are not	None.	Yes.

	safety and health standards.	covered by OSHA, but likely have state requirements.		https://www.osha.gov/Publications/OSHA3165.pdf
Affordable Care Act	Designed to expand the availability of affordable health care coverage to all Americans.	Generally, employers with 50 or more employees working an average of 30 hours per week.	Yes, various.	None.
Pregnancy Discrimination Act of 1978	Amended Title VII to make it illegal to discriminate against a woman because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.	Employers with 15 or more employees.	None.	Yes. Covered by Title VII posting.
Uniformed Services Employment and Reemployment Rights Act of 1994.	Requires employers to provide to employees notice of their rights, benefits and obligations under USERRA.	All employers.	Yes.	Yes. https://www.dol.gov/vets/programs/userrr/USERRA-Poster-042017.pdf
Pregnancy Workers Fairness Act	Requires employers to grant reasonable accommodations for pregnant workers.	Employers with 15 or more employees	None	PWFA (Healthcare Poster) (eeoc.gov)
The PUMP Act	Requires employers provide reasonable break time for an employee to express breast milk and provide a place, other than a bathroom, that is shielded from view and free from intrusion.	All employers – though there is an exemption for employers with less than 50 employees if certain requirements would cause an undue hardship	None	minwagep.pdf (dol.gov)

Adapted from thinkHR.com, Federal HR Compliance Chart.