

# FEDERAL EMPLOYMENT LAWS THAT APPLY TO EMPLOYERS



Applies to All Employers Regardless of Size	Federal Laws	Description
	Consumer Credit Protect Act (CCPA)	This law protects employees from discharge because their wages have been garnished for any one debt and limits the amount of an employee's earnings that may be garnished in any one week
	Employee Polygraph Protection Act (EPPA)	This act prohibits employers from using lie detector tests for preemployment screening or during the course of employment, with certain exceptions.
	Employee Retirement Income Security Act (ERISA)	This law sets minimum standards for employee benefit plans, including retirement plans—such as 401(k) plans—and welfare benefit plans, including group health plans.
	Equal Pay Act (EPA)	Employers must provide equal compensation to men and women who perform work within the same workplace.

	Fair Labor Standards Act (FLSA)	This law establishes minimum wage, overtime, recordkeeping and child labor standards for employers.
	Immigration Reform and Control Act (IRCA)	Employers are prohibited from hiring and retaining employees who are not authorized to work in the United States. Employers and employees must complete the <a href="#">Employment Eligibility Verification form</a> (Form I-9). Employers must retain a Form I-9 for each individual hired and make it available for inspection by authorized government officers.
	Jury Systems Improvement Act	This law prohibits employers from discharging or taking other adverse employment action against employees who are summoned to jury duty in federal court. Most states have their own employment laws regarding jury duty. For more information, employers can reference <a href="#">28 U.S. Code Section 1875</a> .
	Occupational Safety and Health Act (OSH Act)	This act requires employers to provide a safe workplace for their employees. The Occupational Health and Safety Administration (OSHA) sets and enforces protective workplace safety and health standards.
	Uniformed Services Employment and Reemployment Rights Act (USERRA)	This law prohibits employers from discriminating against individuals on the basis of membership in the uniformed services with regard to any aspect of employment.
<b>Employers with 15 or More Employees</b>	<b>Federal Laws</b>	<b>Description</b>
	Americans with Disabilities Act (ADA)	This law prohibits employers from discriminating against qualified individuals with disabilities in all

		employment practices, such as recruitment, compensation, hiring and firing, job assignments, training, leave and benefits.
	Genetic Information Nondiscrimination Act (GINA)	This act prohibits employers from discriminating against employees or applicants based on their genetic information.
	Pregnancy Discrimination Act (PDA)	This law prohibits workplace discrimination based on pregnancy, childbirth or related medical conditions.
<b>Employers with 20 or More Employees</b>	<b>Federal Laws</b>	<b>Description</b>
	Age Discrimination in Employment Act (ADEA)	This law prohibits employers from discriminating against employees or applicants who are age 40 or older based on their age.
	Consolidated Omnibus Budget Reconciliation Act (COBRA)	This act requires employer-sponsored group health plans to offer continuation coverage to eligible employees and their dependents when coverage would otherwise be lost due to certain events (e.g., termination of employment).
<b>Employers with 50 or More Employees</b>	<b>Federal Laws</b>	<b>Description</b>
	Affordable Care Act (ACA) – Employer Shared Responsibility Rules	Under this act, applicable large employers (ALEs) must offer affordable, minimum-value health coverage to their full-time employees (and dependents) or risk paying a penalty. An ALE will face a penalty if one or more full-time employees obtain a subsidy through the Health Insurance Marketplace.

	Family and Medical Leave Act (FMLA)	This law requires employers to provide eligible employees with unpaid, job-protected leave for specified family and medical reasons.
<b>Employers with 100 or More Employees</b>	<b>Federal Laws</b>	<b>Description</b>
	EEO-1 Report	The Employer Information Report EEO-1, commonly known as the EEO-1 Report, requires employers to submit employment data categorized by race, ethnicity, gender and job category to the EEOC each year.
	Worker Adjustment and Retraining Notification Act (WARN)	Employers are required to provide a 60-day advance notice to employees of imminent covered plant closings and covered mass layoffs.