

What Federal Laws Apply to My Company?

Below you will find a list of major *federal* employment laws, a basic explanation of the law, and who is covered. Employers should also check their state and local laws, which may have additional requirements. For example, many states have their own laws concerning wages and overtime, meal and rest breaks, discrimination, leave of absence, workers' compensation, and unemployment compensation.

Law	Employers Covered	Summary	Poster Required?*
Affordable Care Act	<i>Some provisions apply to all employers. Others apply to only "applicable large employers"</i>	Makes significant changes to the U.S. healthcare system, including new requirements for health plans and employers	No
COBRA (Health Insurance Continuation)	<i>20 or more employees</i>	Permits individuals who would otherwise lose health insurance coverage to continue coverage, after termination or other qualifying events	No
Drug & Alcohol Testing	<i>All</i>	Establishes procedures for testing; mandates testing of certain employees	No
Equal Employment Opportunity (EEO): Title VII of the Civil Rights Act, the Americans with Disabilities Act, and the Age Discrimination in Employment Act (ADEA)	<i>15 or more employees (Title VII and ADA) 20 or more employees (ADEA)</i>	Prohibits differential treatment based on membership in a protected group. In some instances, requires employers to make reasonable accommodations.	Yes
Employee Polygraph Protection Act	<i>All</i>	Prohibits the use of lie detector tests on applicants and employees	Yes
Employee Retirement Income Security Act	<i>All</i>	Guarantees employees the retirement benefits promised	No
Equal Pay Act	<i>All</i>	Prohibits gender-based differences in pay	Yes (included in EEO poster)
Fair Labor Standards Act	<i>All</i>	Requires payment of minimum wage and overtime; establishing rules for employing minors.	Yes

Family & Medical Leave Act (FMLA)	<i>50 or more employees</i>	Grants employees temporary, unpaid leave for serious health condition of the employee or family member, or time off for the birth or adoption of a child. Also provides for family military leave.	Yes
Garnishments	<i>All</i>	Regulates court or government-ordered deductions from pay	No
Immigration Reform and Control Act	<i>All</i>	All employers must verify a new hire's eligibility to work in the U.S. by completing an I-9 form.	No
Jury Duty (Jury System Improvement Act of 1978)	<i>All</i>	Employers are prohibited from discharging or threatening to discharge, an employee for jury duty	No
Military Leave (USERRA)	<i>All</i>	Prohibits employers from denying employment, re-employment, retention in employment, or promotion due to one's membership in the uniformed services.	Yes
National Labor Relations Act	<i>All</i>	Gives employees the right to join labor unions and work together, with or without a union, to improve their wages and working conditions.	No
Occupational Safety and Health Act	<i>All</i>	Requires employers to provide a workplace free from any recognized harm; regulates accident-reporting procedures.	Yes
Payroll Deductions	<i>All</i>	Employers must withhold from employee paychecks certain tax payments, including federal and state income taxes and FICA.	No
Pregnancy Discrimination Act	<i>15 or more employees</i>	Prohibits discrimination on the basis of pregnancy, childbirth, or related medical conditions.	Yes (included in EEO poster)
Recordkeeping	<i>All</i>	Requires employers to maintain records of hours worked, overtime pay, deductions from pay, and various other personnel information.	No

* **Note:** Required postings are available in the [State and Federal Resources](#) area of the website.

** In instances where states have their own provisions, disparate from federal regulations, employers must abide by the law providing greater protecting for the employee.