

This table explains the major FEDERAL statutes governing employment relationships in the United States. It is not necessarily comprehensive (other laws or regulations may impact your business). Understand also that these laws are frequently amended, and that state and local statutes often cover smaller employers not covered by federal law or modify and strengthen the federal requirements.

<b>Law</b>	<b>Who is covered?</b>	<b>Summary</b>
Age Discrimination in Employment Act	Employers with 20 or more employees	Bars discrimination against persons aged 40 or older
Americans With Disabilities Act	Employers with 15 or more employees	Bars discrimination against individuals with disabilities and requires public areas to be usable and accessible to disabled persons
Civil Rights Act of 1866	All employers	Bars discrimination based on race in the making and enforcing of contracts
Civil Rights Act of 1871	All employers	Bars individuals from violating the federal rights of others
Civil Rights Act of 1964 (Title VII)	Employers with 15 or more employees	Bars employment discrimination based on race, color, religion, sex, pregnancy, or national origin
Consolidated Omnibus Budget Reconciliation Act (COBRA)	Employers with 20 or more employees	Requires employers to offer continued health insurance
Employee Retirement Income Security Act	All employers who sponsor pension or retirement plans	Dictates rules regarding plan participation, contribution, funding, and reporting
Equal Pay Act	All employers	Bars wage discrimination based on gender
Executive Order 11246	Federal contracts exceeding \$10,000	Requires affirmative action to prevent discrimination based on race, sex, religion, color, or national origin

Fair Labor Standards Act	All employers	Establishes minimum wage, overtime, and child labor laws
Family and Medical Leave Act	Employers with 50 or more employees	Requires unpaid, job-protected leave up to 12 weeks per year
Immigration Reform and Control Act	Employers with 3 or more employees	Bars discrimination based on national origin or citizenship status and prohibits employment of illegal aliens
National Labor Relations Act	All employers	Governs union organizing and collective bargaining
Occupational Safety and Health Act	All employers	Requires safety and health standards to avoid illness, harm, or death
Polygraph Protection Act	All employers	Regulates the use of lie detector test
The Rehabilitation Act (Section 503)	Government contracts exceeding \$10,000	Requires affirmative action to employ and promote qualified individuals with disabilities
The Rehabilitation Act (Section 504)	Programs or activities that receive federal funds	Prohibits discrimination against qualified individuals with disabilities
Vietnam-Era Veterans' Readjustment Assistance Act (Section 4212)	Federal contracts exceeding \$25,000	Requires affirmative action in the hiring and promoting of veterans
Worker Adjustment and Retraining Notification (WARN) Act	Employers with 100 or more employees	Requires a sixty-day notice of plant closing or mass layoff