

Applies to Employers with 1 or more employees

1968: Consumer Credit Protection Act

Limits the amount of wages that can be garnished or withheld in any one week by an employer to satisfy creditors.

1988: Employee Polygraph Protection Act

Covers all private employers; makes it unlawful for employers to use lie detectors in employment decisions except for a few narrowly defined exceptions.

1974: Employee Retirement Income Security Act (ERISA)

Establishes uniform minimum standards to ensure that employee benefit plans are established and maintained in a fair and financially sound manner; protects employees covered by a pension plan from losses in benefits due to job changes, plant closings, bankruptcies, or mismanagement; covers most interstate employers.

1963: Equal Pay Act (amendment to FLSA)

Prohibits unequal pay for males and females with equal skill, effort, and responsibility under similar working conditions; no employers are exempt.

1970: Fair Credit Reporting Act

Requires employers to notify an individual in writing if a report may be used; employer must also get a person's written authorization before asking credit bureau for report; protects privacy of background information and ensures that information is accurate.

1938: Fair Labor Standards Act (FLSA)

Establishes a minimum wage; sets standards for FLSA exemptions; addresses basic overtime pay provisions; controls working hours for children, establishes record-keeping provisions.

1935: Social Security Act

Provides income and healthcare to retired employees and income to survivors of employees who have died; covers virtually all employers.

1996: Health Insurance Portability and Accountability Act (HIPAA)

Ensures that individuals who leave or lose their jobs can obtain health coverage even if they or someone in their families has a serious illness or injury or is pregnant.

1986: Immigrations Reform and Control Act (IRCA)

Prohibits discrimination against job applicants on the basis of national origin or citizenship; establishes penalties for hiring illegal aliens and requires employers to establish each employee's identity and right to work; requires an I-9 to be completed by the employer and new hire.

1947: Labor-Management Relations Act (LMRA; Taft-Hartley Act)

Prohibits unfair labor practices of unions; outlaws closed shop; prohibits strikes in national emergencies; requires both parties to bargain in good faith; covers non-managerial employees in private industry (not already covered by the Railway Labor Act).

1935: National Labor Relations Act (NLRA; Wagner Act)

Provides for the right to organize and for collective bargaining; requires employers to bargain; unions must represent all members equally; covers non-managerial employees in private industry (not already covered by the Railway Labor Act).

1970: Occupational Safety and Health Act (OSHA)

Established the first national policy for safety and health; delivers standards that employers must meet to guarantee the health and safety of their employees.

1978: Uniform Guidelines on Employee Selection Procedures

Outlines equal employment opportunity principles to more clearly define adverse impact and test validation; assists employers in complying with federal regulations prohibiting discrimination.

1994: Uniformed Services Employment and Reemployment Rights Act (USERRA)

Requires that employers continue benefits and count credited service for retirement plan purposes for employees called up for active duty in the uniformed services of the U.S.

Applies to Employers with 11 or more Employees

1970: Occupational Safety and Health Act (OSHA)

Requires that employers maintain a record of job related injuries and illnesses.

Applies to Employers with 15 or more Employees

1990: Americans with Disabilities Act (ADA)

Prohibits discrimination against individuals with disabilities; covers virtually all employers with 15 or more employees.

1964: Civil Rights Act (amended by Equal Employment Opportunity Act, 1972)

Prohibits discrimination or segregation on the basis of race, color, religion, gender, or national origin; establishes the Equal Employment Opportunity Commission; covers employers with 15 or more employees, employment agencies, and labor unions.

1991: Civil Rights Act

Expands the possible damage awards available to victims of intentional discrimination to include compensatory and punitive damages.

Applies to Employers with 20 or more Employees

1967: Age Discrimination in Employment Act, amended 1978, 1986

Prohibits discrimination against persons aged 40 and over; identifies compulsory retirement for some workers.

1985: Consolidated Omnibus Budget Reconciliation Act (COBRA)

Amends IRS code and ERISA to require that most employers provide continued group health insurance coverage to terminated or separated employees and family members at group rate (plus administrative costs), paid by employees.

Applies to Employers with 50 or more Employees

1993: Family and Medical Leave Act (FMLA)

Allows employees to take 12 weeks per year of unpaid leave for birth or adoption of a child or serious health condition of themselves or an immediate family member.

Applies to Employers with 100 or more Employees

1988: Worker Adjustment and Retraining Notification Act (WARN)

Requires employers to give at least 60 days' notice of plant or office closings or mass layoffs.

May apply to Employers with Certain Federal Contracts

1934: Copeland "Anti-Kickback" Act

Prohibits contractors from inducing anyone in the construction or repair of public works to give up any portion of the compensation for which they are otherwise entitled.

1931: Davis-Bacon Act

Requires payment of specified wage rates and employee benefits on federal government contractors for public works construction in excess of \$2,000.

1988: Drug-Free Workplace Act

Requires federal contractors with contracts of \$100,000 or more to follow requirements to certify that they are maintaining a drug-free workplace.

1965: Executive Order 11246

Prohibits discrimination and requires federal contractors and subcontractors to take positive, results-oriented steps to eliminate employment barriers to women and minorities.

1973: Rehabilitation Act, amended 1980

Prohibits discrimination against persons with physical and/or mental disabilities and provides for affirmative action; covers government contractors and federal agencies.

1965: Service Contract Act

Extends prevailing wage rates and benefit requirements to employers providing services under federal government contracts in excess of \$2,500.

1974: Vietnam Era Veterans Readjustment Assistance Act, as amended by Jobs for Veterans Act (JVA)

Prohibits discrimination against certain veterans; covers government contractors with contracts in excess of \$25,000.

1936: Walsh-Healey Act (Public Contracts Act)

Guarantees prevailing wages to employees of government contractors with contracts of \$10,000 or more.