

Federal Employment Laws by Number of Employees

1 or more Employee(s)

- Equal Pay Act
- Fair Labor Standards Act (FLSA)
- Immigration Reform & Control Act (IRCA)
- Employee Polygraph Protection
- Consumer Credits Protection Act
- National Labor Relations Act (NLRA) (Wagner Act)
- Labor-Management Relations Act (Taft-Hartley)
- Employee Retirement Income Security Act (ERISA)
- Uniform Guidelines of Employee Selection Procedures
- Uniformed Services Employment & Re-employment Rights Act (USERRA)

11 or more Employees

- Occupational Safety & Health Act (OSHA)

15 or more Employees

- Title VII, Civil Rights Act
- Title I, Americans with Disabilities Act
- Pregnancy Discrimination Act

20 or more Employees

- Age Discrimination in Employment Act (ADEA)
- Consolidated Omnibus Budget Reconciliation Act (COBRA)

50 or more Employees

- Family Medical Leave Act (FMLA)
- EEO-1 Report
- Executive Orders 11246
- Vocational Rehabilitation Act
- Drug Free Workplace Act
- Vietnam-Era Veterans Adjustment Act
- Davis Bacon Act
- Copeland Act
- Walsh-Healy Act

100 or more Employees

- Worker Adjustment & Retraining Notification Act (WARN)

Top 10 Things Every Small Business Needs In HR

- ❑ **An employee handbook**
- ❑ **Written policy on non exempt/exempt status**
- ❑ **Written offer letters**
- ❑ **Determination of state and federal laws that apply**
- ❑ **Employee Performance Evaluation Process**
- ❑ **Job Descriptions**
- ❑ **Policy for maintaining employee records**
- ❑ **Updated new hire forms required federally and by the state**
- ❑ **A labor law poster**
- ❑ **Safety policies**