

Federal Labor Laws by Number of Employees

This chart identifies federal labor laws that apply to an employer based on its total number of employees. Several other factors may apply in determining employer coverage, such as whether the employer is public or private, whether the employer offers health insurance and whether the employer uses a third party to conduct background checks. Employers should review the laws to determine other criteria that may apply in determining employer coverage. For further information on employment laws, see the Employment Law section of the [SHRM website](#).

| Federal Law | All Employers | 11+ | 15+ | 20+ | 50+ | 100+ |
|--|---------------|-----|-----|-----|-----|------|
| American Taxpayer Relief Act of 2012 | X | X | X | X | X | X |
| Consumer Credit Protection Act of 1968 | X | X | X | X | X | X |
| Employee Polygraph Protection Act of 1988 | X | X | X | X | X | X |
| Employee Retirement Income Security Act (ERISA) of 1974 | X | X | X | X | X | X |
| Equal Pay Act of 1963 | X | X | X | X | X | X |
| Fair and Accurate Credit Transactions Act (FACT) of 2003 | X | X | X | X | X | X |
| Fair Credit Reporting Act of 1969 | X | X | X | X | X | X |
| Fair Labor Standards Act of 1938 | X | X | X | X | X | X |
| Federal Insurance Contributions Act (FICA) of 1935 (Social Security) | X | X | X | X | X | X |
| Health Insurance Portability and Accountability Act (HIPAA) of 1996 (if company offers benefits) | X | X | X | X | X | X |

| Federal Law | All Employers | 11+ | 15+ | 20+ | 50+ | 100+ |
|---|---------------|-----|-----|-----|-----|------|
| Immigration Reform and Control Act of 1986 | X | X | X | X | X | X |
| Immigration and Nationality Act (INA) | X | X | X | X | X | X |
| Lilly Ledbetter Fair Pay Act of 2007 | X | X | X | X | X | X |
| Mental Health and Addiction Equity Act of 2008 (for group health insurance plans) | X | X | X | X | X | X |
| National Labor Relations Act of 1947 | X | X | X | X | X | X |
| Newborns' and Mothers' Health Protection Act of 1996 (for group health insurance plans) | X | X | X | X | X | X |
| Occupational Safety and Health Act (OSHA) of 1970 | X | X | X | X | X | X |
| OSHA Hazard Communication Standard | X | X | X | X | X | X |
| Sarbanes-Oxley Act of 2002 | X | X | X | X | X | X |
| Uniformed Services Employment and Reemployment Rights Act of 1994 | X | X | X | X | X | X |
| OSHA Recordkeeping | | X | X | X | X | X |
| Americans with Disabilities Act of 1990 | | | X | X | X | X |
| Genetic Information Nondiscrimination Act (GINA) of 2008 | | | X | X | X | X |
| Pregnancy Discrimination Act | | | X | X | X | X |
| Title VII of the Civil Rights Act of 1964 | | | X | X | X | X |
| Age Discrimination in Employment Act of 1967 | | | | X | X | X |

| Federal Law | All Employers | 11+ | 15+ | 20+ | 50+ | 100+ |
|--|---------------|-----|-----|-----|-----|------|
| Consolidated Omnibus Benefits Reconciliation Act (COBRA) of 1986 | | | | X | X | X |
| EEO-1 Report filed annually | | | | | X | X |
| Family and Medical Leave Act of 1993 | | | | | X | X |
| Patient Protection and Affordable Care Act (PPACA) | | | | | X | X |
| Worker Adjustment and Retraining Notification Act of 1988 | | | | | | X |

Federal Contractor Labor Laws/Requirements by Number of Employees

Employers with federal government contracts have additional legal requirements that may also be based on the type and dollar amount of the contract. The following table indicates which laws and/or requirements apply to federal contractors based on their total number of employees. Each requirement may have other coverage criteria that should be reviewed against the specific contract.

| Federal Contractor Labor Laws/Requirements by Number of Employees | | | | | | |
|---|-----------------|-----|-----|-----|-----|------|
| Federal Law | All contractors | 11+ | 15+ | 20+ | 50+ | 100+ |
| Executive Order 11246 of 1965 (Affirmative Action) | | | | | X | X |
| Vietnam-Era Veterans Readjustment Assistance Act of 1974 | | | | | X | X |
| Vocational Rehabilitation Act of 1973, Section 503 | | | | | X | X |
| Contract Work Hours and Safety Standards Act (CWHSSA) | X | X | X | X | X | X |
| Copeland Act of 1934 | X | X | X | X | X | X |
| Davis Bacon Act of 1931 | X | X | X | X | X | X |
| Drug-Free Workplace Act of 1988 | X | X | X | X | X | X |
| Executive Order 13201 | X | X | X | X | X | X |
| McNamara-O'Hara Service Contract Act (1965) | X | X | X | X | X | X |
| Walsh-Healy Act of 1936 | X | X | X | X | X | X |
| War Hazards Compensation Act of 1942 (employees working overseas) | X | X | X | X | X | X |