

EMPLOYMENT LAW OVERVIEW

Law, Summary of Law, and Number of Employees Required for Law to Apply

IMMIGRATION REFORM AND CONTROL ACT	Prohibits discrimination against employees on the basis of national origin or citizenship; requires employers to verify ability to legally work in the U.S.	1 or more employees
TITLE VII OF THE CIVIL RIGHTS ACT (1964 & 1991)	Prohibits discrimination on the basis of race, color, religion, sex, or national origin	15 or more employees
AMERICANS WITH DISABILITIES ACT AND ADA	Prevents discrimination against disabled employees	15 or more employees
PREGNANCY DISCRIMINATION ACT	Prevents discrimination against women who are pregnant or who could become pregnant	15 or more employees
AGE DISCRIMINATION IN EMPLOYMENT ACT	Prohibits discrimination against applicants or employees ages 40 or older	20 or more employees
FAIR LABOR STANDARDS ACT	Sets minimum wage, child labor rules, and overtime pay standards	2 or more employees
EQUAL PAY ACT	Employers cannot pay men and women differently for equal work, due only to gender	1 or more employees
FAMILY AND MEDICAL LEAVE ACT	Allows for 12 weeks of unpaid leave for personal serious medical condition, family member condition, or birth of a child	50 or more employees
OCCUPATIONAL SAFETY AND HEALTH ACT	Requires employers to provide a safe and healthy work environment and record on-the-job illnesses and injuries	10 or more employees (recording only)