

Federal Labor Law Compliance Checklist

Law	Governs	Number of Employees Before Enforcement
Affordable Care Act (ACA)	Health Insurance	50+
Age Discrimination in Employment (ADEA)*	Non-discrimination	20+
Americans with Disabilities Act (ADA)	Non-discrimination	15+
Comprehensive Omnibus Budget Reconciliation Act (COBRA)	Health Insurance	20+ if health insurance is provided
Cannabis Protections (STATES Act)	Controlled Substances	1+
Consumer Credit Protection Act (CCPA)	Wage Garnishments	1+
Electronic Communications Privacy Act (ECPA)	Electronic Communications	1+
Employee Polygraph Protection Act (EPPA)*	Employee privacy	1+
Employee Retirement Income Security Act (ERISA)	Financial protections	1+ if retirement or healthcare investments offered
Equal Pay Act	Fair pay	1+
Fair Credit Reporting Act (FCRA)	Employee privacy	1+
Fair Labor Standards Act (FLSA)	Fair Pay	1+
Family Medical Leave Act (FMLA)	Time off for family/medical needs	50+
Federal Income Tax Withholding (FICA)	Social Security and Medicare Taxes	1+
Federal Labor Law Posting	Employee Rights	1+

General Data Protection Regulation (GDPR)	Employee privacy	1+
Genetic Information Nondiscrimination Act (GINA)*	Non-discrimination	15+
Health Insurance Portability and Accountability Act (HIPAA)	Employee privacy	1+
Immigration and Nationality Act (INA)	Legal Worker Status	1+
Mental Health Parity and Addiction Equity Act (MHPAEA)	Health Insurance	50+
National Labor Relations Act (NLRA)	Workers' rights	1+
Non-compete Agreements (FTC)	Worker's rights	1+
Occupational Safety and Health Act (OSHA)	Worker Safety	10+
Pay Transparency	Non-discrimination	1+
Pregnancy Discrimination Act (PDA)	Non-discrimination	15+
Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act)	Non-discrimination	50+
Speak Out Act	Workers' rights	1+
Title VII of the Civil Rights Act*	Non-discrimination	15+
Uniformed Services Employment and Reemployment Rights Act (USERRA)*	Military job security	1+
Whistleblower Protection Act	Workers' rights	1+
Worker Adjustment and Retraining Notification Act (WARN)	Employee notifications	100+

*These labor laws are enforced by the Equal Employment Opportunity Commission ([EEOC](#)) or the Wage and Hour division of the Department of Labor ([DOL](#)).