

## FEDERAL LAWS

### One or More Employees

- Immigration Reform & Control Act (I-9 Form) (forms filled out, interview questions, applications)
- Employee Polygraph Protection Act
- Equal Pay Act (engaged in interstate commerce) (Male vs. Female pay who do the same job)
- Fair Labor Standards Act (FLSA) (Exemption status, OT, record keeping, employment of minors, minimum wage).
- National Labor Relations Act (engaged in interstate commerce)
- Occupational Safety & Health Act (OSHA) (Policy, communications, training & reporting)
- Employee Retirement Income Security Act (ERISA)
- Federal Unemployment Tax Act (FUTA)
- Social Security Act (FICA)
- Uniformed Services Employment & Reemployment Rights Act of 1994 (USERRA)
- Fair Credit Reporting Act
- New Hire Reporting Laws
- HIPPA

### 15 Employees

- Title VII of the Civil Rights Act of 1964
- Pregnancy Discrimination Act
- Americans With Disabilities Act

### 20 Employees

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

### 50 Employees

- Family & Medical Leave Act

### 100 Employees

- EEO-1 Report
- Worker Adjustment & Retraining Notification Act (WARN)

## LAWS FOR FEDERAL CONTRACTORS

- |   |   |
|---|---|
| <input type="checkbox"/> Executive Order 11246 (Affirmative action) | 50 Employees & \$50,000 contract        |
| <input type="checkbox"/> Vietnam Era Vets Readjustment Asst. Act    | \$10,000 contract                       |
| <input type="checkbox"/> Davis-Bacon Act                            | \$2,000 public works contract           |
| <input type="checkbox"/> Walsh-Healey Act                           | \$10,000 supply contract                |
| <input type="checkbox"/> Service Contract Act                       | \$2,500 service contract                |
| <input type="checkbox"/> Drug-Free Workplace Act of 1988            | \$25,000 contract or Fed. grant recip.  |
| <input type="checkbox"/> Rehabilitation Act of 1973                 | Fed. financial asst. or \$10,000 contr. |
| <input type="checkbox"/> VETS 100 Report                            | \$25,000 contract                       |

## UTAH LAWS

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|--|---------------------------|
| <input type="checkbox"/> Utah Anti-Discrimination Act                | 15 employees              |
| <input type="checkbox"/> Utah Occupational Safety & Health Act       | All employers             |
| <input type="checkbox"/> Utah "COBRA" Law                            | Not covered by Fed. COBRA |
| <input type="checkbox"/> Utah Workers' Compensation Act              | All employers             |
| <input type="checkbox"/> Utah Employment Security Act (Unemployment) | All employers             |