

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 |