



HR THE PARTNER
Helping you see around corners

Federal Laws for Employers with 20 but <49 Employees

* This does not include State and Local Employment Laws

Age Discrimination in Employment Act (ADEA)
Americans with Disabilities Act (ADA) and its Amendment Act (ADAAA)
Consolidated Omnibus Budget Reconciliation Act (COBRA)
Consumer Credit Protection Act
Employee Polygraph Protection Act
Employee Retirement Income Security Act
Equal Pay Act
Fair Labor Standards Act (FLSA)
Genetic Information Non-Discrimination Act (GINA)
Health Insurance Portability and Accountability Act (HIPAA)
Immigration Reform and Control Act
National Labor Relations Act (NLRA)
Occupational Safety and Health Act (OSHA)
Older Workers Benefit Protection Act (OWBPA)
Pregnancy Discrimination Act (PDA)
Title VII of the Civil Rights Act
Uniform Guidelines of Employee Selection Procedures
Uniform Services Employment and Re-Employment Rights Act VETS 4212 (USERRA)