



**HR THE PARTNER**  
Helping you see around corners

## Federal Laws for Employers with 50 but <99 Employees

\* This does not include State and Local Employment Laws

Affirmative Action Plans (AAP)  
Affordable Care Act (ACA)  
Age Discrimination in Employment Act (ADEA)  
Americans with Disabilities Act (ADA) and its Amendment Act (ADAAA)  
Compliance with Office of Federal Contract Compliance Program (OFCCP)  
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)  
Family and Medical Leave Act (FMLA)  
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)  
Worker Adjustment and Retraining Notification (WARN) Act