

## Common Federal Employment Statutes

Law	Description	Covered Employers
Americans with Disabilities Act (ADA)	The ADA prohibits employers from discriminating against individuals with disabilities.	15 or more employees
Affordable Care Act (ACA)	Under the ACA's employer shared responsibility provisions, employers with 50 or more employees must offer minimum essential coverage that is "affordable" and that provides "minimum value" to their full-time employees and their dependents.	50 or more employees
Age Discrimination in Employment Act (ADEA)	The ADEA prohibits age discrimination against people who are age 40 or older. The law prohibits discrimination in all aspects of employment including hiring, firing, pay, job assignments, promotions, layoff, training, and benefits.	20 or more employees (all state and local government employers)
COBRA	COBRA requires employers who offer health care benefits to offer the option of continuing the coverage to workers and their dependents when coverage would otherwise be lost due to certain events.	Private sector 20 or more employees ; other rules for government employers may apply
EEO-1 Report	Requires employers to submit employment data categorized by race/ethnicity, gender and job category to the EEOC.	Private sector 100 or more employees
Employment Retirement Income Security Act (ERISA)	ERISA sets minimum standards for most voluntarily established retirement and health plans.	Private sector 1 or more employees
Equal Pay Act (EPA)	The EPA requires employers to pay men and women equally for doing the same work.	1 or more employees
Fair Credit Reporting Act (FCRA)	The FCRA establishes how consumer credit information can be collected, distributed, and used. Employers using consumer reports to screen job applicants/employees must follow certain procedures.	1 or more employees
Family Medical Leave Act (FMLA)	The FMLA requires employers to provide eligible employees unpaid, job-protected leave for certain family and medical reasons.	50 or more employees
Immigration Reform and Control Act (IRCA)	IRCA prohibits employers from hiring and retaining employees who are not authorized to work in the U.S. Employers and Employees must complete the Form I-9.	1 or more employees
National Labor Relations Act (NLRA)	The NLRA guarantees the basic rights of employees to organize into unions, engage in collective bargaining, and take collective action.	1 or more employees (some exceptions for public employers)
Occupational Safety and Health Administration (OSHA)	OSHA prescribes safety requirements for the workplace and requires employers to comply with the requirements.	1 or more employees (some exemptions for 10 employees or less) (separate act for local government employees)
Pregnancy Discrimination Act (PDA)	The PDA prohibits workplace discrimination based on pregnancy, childbirth or related medical conditions.	15 or more employees
Title VII (Civil Rights Act of 1964)	Title VII prohibits employment discrimination based on race, color, sex, and national origin.	15 or more employees
Uniformed Services Employment and Reemployment Rights Act (USERRA)	The USERRA protects the civilian employment of active and reserve military personnel called to active duty.	All

## Common North Carolina Employment Laws

Law	Description	Covered Employers
Discrimination Based on AIDS or HIV Status	Prohibits discrimination against employees who have HIV/AIDS	All
Discrimination Based on Sickle Trait and Hemoglobin C Trait	Employers cannot deny employment or discharge from employment based on the sickle cell trait or the hemoglobin C traits.	All
Equal Employment Practices Act	Prohibits an employer from discriminating on the basis of race, religion, color, national origin, age, sex, HIV/AIDS results for current employees, or disability	15 or more employees
Hazardous Chemicals Right to Know Act	Protects employees who have: assisted the Commissioner of Labor of the Fire Chief with an inspection regarding hazardous chemicals; testified, or are about to testify, in a proceeding regarding hazardous materials; or requested information from the employer regarding chemicals used or stored at the employer's facility	All
Jury Service Discrimination	Protects employees who have been called for jury duty or are serving as a grand or petit juror.	All
Military Service Discrimination	Protects members of the North Carolina National Guard and those who have applied for service.	All
Persons with Disabilities Protections Act	Prohibits discrimination based on disability.	15 or more employees
Retaliatory Employment Discrimination Act (REDA)	Employers may not retaliate against employees who engage in "protected activities" including employees who either file a claim or complain, initiate any inquiry, investigation, proceeding or other action, or testify to provide information regarding certain activities.	All
Wage and Hour Act	Establishes regulations on employment in North Carolina including minimum wage, employee age requirements, overtime requirements, payments of promised wages, and recordkeeping.	All