

Federal Labor Law Summaries

LAW/REGULATION	SUMMARY OR EXPLANATION
Fair Labor Standards Act FLSA	Minimum wage rules; overtime regulations – including who is eligible for payment of OT wages; child labor rules; equal pay provisions.
Immigration Reform & Control Act	Unlawful for any person or entity to employ/continue to employ an individual knowing that they are not authorized to work in the U.S.
Equal Pay Act	Prohibits gender discrimination in payment of wages for positions of equal skill, effort & responsibility; similar working conditions.
Uniformed Services (Re)Employment Rights Act	Protects employees from discrimination on the basis of past, present or future service & guarantees reinstatement of employees who serve.
Employee Polygraph Protection Act	For nearly all private employers, this act prohibits the use of lie detector tests for applicants and employees.
Consumer Credit Protection Act	Limits amount of wages that can be garnished by a creditor & prohibits the termination of an employee due to garnishments of a single debt.
National Labor Relations Act	Prohibits discrimination against employees who chose to engage in any union related activities.
Fair Credit Reporting Act	Imposes restrictions & obligation on use of consumer reporting agencies & consumer reports (i.e. background checks & credit reports).
Occupational Safety & Health Act	Employer must maintain a safe work place & comply with regulations issued by the Department of Labor.
Americans with Disabilities Act	Prohibits discrimination in employment against qualified individuals with a physical or mental disability.
Civil Rights Act of 1964 – Title VII	Prohibits discrimination on the basis of race, color, religion, gender & national origin in all phases of employment. Requires that pregnancy be treated the same as any other non-work related disability.
COBRA (Consolidated Omnibus Budget Reconciliation Act)	Requires employers to offer employees & dependents the right to continue health coverage; 18-36 months.
Age Discrimination In Employment Act	Prohibits discrimination in hiring, employment or termination against applicants or employees over age 40.
FMLA (Family and Medical Leave Act) <i>50 employees +</i>	Up to 12 weeks of unpaid, job protected leave when an employee or covered family member has a physician certify that a serious medical condition requires the need for leave.
HIPAA (Health Insurance Portability & Accountability Act)	Broad range of regulations designed to protect health insurance coverage for workers and their families when they change or lose their jobs; includes limits on pre-x clauses and privacy provisions.