

# DOES THIS LAW APPLY TO MY ORGANIZATION?

To stay legally compliant, you must first know which laws apply to your business. In many cases, the number of employees working for an organization impacts whether a law is applicable or not. Take a look at the chart below to learn more.

LAW	NUMBER OF EMPLOYEES				
	1 OR MORE	15 OR MORE	20 OR MORE	50 OR MORE	100 OR MORE
Americans With Disabilities Act (ADA)		✓	✓	✓	✓
Age Discrimination in Employment Act (ADEA)			✓	✓	✓
Consolidated Omnibus Budget Reconciliation Act (COBRA)			✓	✓	✓
Drug Free Workplace Act	✓	✓	✓	✓	✓
Employee Polygraph Protection Act (EPPA)	✓	✓	✓	✓	✓
Employee Retirement Income Security Act (ERISA)	✓	✓	✓	✓	✓
Equal Pay Act (EPA)	✓	✓	✓	✓	✓
Fair Labor Standards Act (FLSA)	✓	✓	✓	✓	✓
Family and Medical Leave Act (FMLA)				✓	✓
Federal Insurance Contribution Act (FICA)	✓	✓	✓	✓	✓
Federal Unemployment Tax Act (FUTA)	✓	✓	✓	✓	✓
Genetic Information Nondiscrimination Act (GINA)		✓	✓	✓	✓
Immigration Reform and Control Act (IRCA)	✓	✓	✓	✓	✓
Immigration Reform and Control Act (IRCA): Citizenship or Immigration Status Discrimination	4 OR MORE	✓	✓	✓	✓
Immigration Reform and Control Act (IRCA): Document Abuse	4 OR MORE	✓	✓	✓	✓
Immigration Reform and Control Act (IRCA): National Origin Discrimination	4 TO 14	✓	✓	✓	✓
National Labor Relations Act (NLRA)	✓	✓	✓	✓	✓
Occupational Safety and Health Act (OSH Act)	✓	✓	✓	✓	✓
Older Workers Benefit Protection Act (OWBPA)			✓	✓	✓
Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA)	✓	✓	✓	✓	✓
Pregnancy Discrimination Act (PDA)		✓	✓	✓	✓
Pregnant Workers Fairness Act (PWFA)		✓	✓	✓	✓
Social Security Act	✓	✓	✓	✓	✓
Title VII of the Civil Rights Act (Title VII)		✓	✓	✓	✓
Uniformed Services Employment and Reemployment Rights Act (USERRA)	✓	✓	✓	✓	✓
Worker Adjustment and Retraining Notification Act (WARN)					✓

Legal notice - The purpose of this information is to assist in the discussion of risk, concerns, and general requirements. It is not tax advice, legal advice, or judgment of a business's compliance or non-compliance. We recommend that you seek qualified legal counsel familiar with your particular circumstances before taking any action.

**FOR GUIDANCE, PLEASE CONTACT US. WE'RE HERE TO HELP!**

FrankCrum, 100 South Missouri Avenue, Clearwater, FL 33756, United States, 800-277-1620