

Employment Law Compliance Thresholds

The following table is a breakdown of federal employment law compliance minimum employee thresholds. State employment laws may have lower thresholds in some cases. This information is not offered for the purpose of providing any particular legal advice in any form or manner.

Federal Statutes	Threshold
Consumer Credit Protection Act (15 U.S.C. §§1671-1677)	1
Drug Free Workplace Act of 1988 (41 U.S.C. §701 et seq.)	1
Electronic Communications Privacy Act of 1986 (ECPA) (18 U.S.C. §§2510-2522)	1
Employee Polygraph Protection Act of 1988 (29 U.S.C. §2001 et seq.)	1
Employee Retirement Income Security Act (ERISA) (29 U.S.C. §1001 et seq.)	1
Employee Right to Know Laws (Hazardous Chemicals in Workplace)	1
Equal Pay Act (EPA) (29 U.S.C. §206)	1
Executive Order 11246 (Affirmative Action)	1
Fair Labor Standards Act of 1938 (FLSA) (29 U.S.C. §201)	1
Health Insurance Portability and Accountability Act of 1996 (HIPAA)	1
Immigration Reform and Control Act of 1986 (IRCA)	1
Labor Management Relations Act of 1947 National Labor Relations Act (29 U.S.C. §141 et seq.)	1
Uniformed Services Employment and Re-Employment Rights Act of 1994 (USERRA) (29 U.S.C. §4301 et seq.)	1
Vietnam Era Veteran's Readjustment Assistance Act (VEVRAA) (38 U.S.C. §§4211-4214)	1
Occupational Safety and Health Act of 1970 (29 U.S.C. §651 et seq.)	11
Americans with Disabilities Act of 1990 (42 U.S.C. §12101)	15
Civil Rights Act of 1964 – Title VII – Equal Employment Opportunities (42 U.S.C. §2000 et seq.)	15
Civil Rights Act of 1991 (42 U.S.C. §§1981-1996b)	15
Pregnancy Discrimination Act (PDA) (42 U.S.C. §2000e(k))	15
Age Discrimination in Employment Act of 1967 (ADEA) (29 U.S.C. §621)	20
Consolidated Omnibus Benefits Reconciliation Act (COBRA) (29 U.S.C. §1161 et seq.)	20
Older Workers Benefit Protection Act (OWBPA) (29 U.S.C. §623)	20
Family and Medical Leave Act of 1993 (FMLA) (29 U.S.C. §201 et seq.)	50
Worker Adjustment and Retraining Notification Act of 1989 (WARN) (29 U.S.C. §2101 et seq.)	100