

Ceridian HR Compliance Solutions

HR compliance affects employers of all sizes

The following list represents an overview of how many employees an employer must have to be covered under certain federal statutes. In some instances, the laws are also depends on requirements other than the number of employees. If the number of minimum employees places your organization on the “borderline”, you should consult further to review explanations of those other requirements.

Federal Statutes	Minimum Employees
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 (EPPA) 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 et seq.)	1
Federal Income Tax Withholding	1
Federal Insurance Contribution Act (FICA)	1
Federal Unemployment Tax Act (FUTA)	1
Health Insurance Portability and Accountability Act of 1996 (HIPAA)	1
Immigration and Nationality Act (8 U.S.C. §§ 1101 et seq.)	1
Immigration Reform and Control Act of 1986 (IRCA)	1
Labor-Management Relations Act of 1947 (29 U.S.C. §§ 141 et seq.)	1
Safety and Health Act (OSH Act) of 1970 (29 U.S.C. §§ 651 et seq.)	1
Occupational Safety and Health Administration Compliance Assistance Authorization Act of 1998 (29 U.S.C. § 670d)	1
Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA)	1
Uniformed Services Employment and Re-Employment Rights Act of 1994 (USERRA) (38 U.S.C. §§ 4301 et seq.)	1
Vietnam Era Veterans’ Readjustment Assistance Act (VEVRAA) (38 U.S.C. §§ 4211 – 4214)	1
Mental Health Parity Act of 1996 (MHPA)	2
Newborns’ and Mothers’ Health Protection Act of 1996 (NMHPA)	2
Pregnancy Discrimination Act (PDA) (42 U.S.C. § 2000e(k))	15
Americans with Disabilities Act (ADA) of 1990(42 U.S.C. § 12101)	15
Civil Rights Act of 1964 — Title VII — Equal Employment Opportunities(42 U.S.C. §§ 2000e et seq.)	15
Civil Rights Act of 1991(42 U.S.C. §§ 1981 – 1996b)	15
Age Discrimination in Employment Act (ADEA) of 1967 (29 U.S.C. § 621)	20
Consolidated Omnibus Benefits Reconciliation Act (COBRA) (29 U.S.C. §§ 1161 et seq.)	20
Family and Medical Leave Act of 1993 (FMLA) (29 U.S.C. §§ 201 et seq.)	50
Occupational Older Workers Benefit Protection Act (OWBPA) (29 U.S.C. § 623)	20
Worker Adjustment and Retraining Notification Act of 1989 (WARN) (29 U.S.C. §§ 2101 et seq.)	100

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