

Key Employment Regulations



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HR Regulation	Eligibility Based on Headcount	Notes
ERISA (Employee Retirement Income Security Act of 1974)	All	<ul style="list-style-type: none"> Department of Labor - Federal law that sets minimum standards for most voluntarily established retirement and health plans in private industry to provide protection for individuals in these plans
Equal Pay Act of 1963	All	<ul style="list-style-type: none"> The Equal Pay Act of 1963 is an amendment to the Fair Labor Standards Act which prohibits employers from discriminating between men and women by paying one gender more than the other "for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions."
FLSA (Fair Labor Standards Act)	All	<ul style="list-style-type: none"> Last updated January 2020 - covers federal Minimum Wage, Overtime Eligibility. Administered by Department of Labor
HIPAA (Health Insurance Portability and Accountability Act)	All	<ul style="list-style-type: none"> Health Information Privacy Administered by HHS (Health and Human Services)
OSHA (Occupational Safety and Health Administration)	All	<ul style="list-style-type: none"> Administered by Department of Labor. OSHA's mission is to ensure that employees work in a safe and healthful environment by setting and enforcing standards.
Allegheny County Human Relations Commission	All	<ul style="list-style-type: none"> The HRC was established in order to assure that all persons regardless of race, color, religion, national origin, ancestry or place of birth, sex, gender identity or expression, sexual orientation, disability, marital status, familial status, age or use of a guide or support animal because of blindness, deafness or physical disability enjoy the full benefits of citizenship and are afforded equal opportunities for employment, housing and use of public accommodation facilities.
CROWN Act	All	<ul style="list-style-type: none"> Specifically prohibits discrimination based on any characteristic, texture, form, or manner of wearing an individual's hair if such characteristic, texture, form or manner is commonly associated with a particular race, national origin, gender, gender identity or expression, sexual orientation, or religion.
ADA (Americans with Disabilities Act)	15+	<ul style="list-style-type: none"> The Attorney General has responsibility for publishing regulations implementing the requirements of title II (state and local government services) and title III (public accommodations and commercial facilities) of the ADA.
Pregnancy Discrimination	15+	<ul style="list-style-type: none"> Administered by Equal Employment Opportunity Commission (EEOC)
FMLA (Family Medical Leave Act)	50+	<ul style="list-style-type: none"> Administered by Department of Labor
Affordable Care	50+	<ul style="list-style-type: none"> The employer shared responsibility provisions (also known as "pay or play") require applicable large <u>employers</u> ("ALEs")—generally those with at least 50 full-time employees, including full-time equivalent employees—to offer affordable health insurance that provides a minimum level of coverage to full-time employees (and their dependents) <u>or</u> pay a penalty tax if any full-time employee is certified to receive a premium tax credit for purchasing individual coverage on the Health Insurance Marketplace (Exchange).
EEOC	50+	<ul style="list-style-type: none"> Anti-Discrimination, administered by Equal Employment Opportunity Commission. EEO-1 Reporting Requirements
FFCRA	Under 500	<ul style="list-style-type: none"> The Families First Coronavirus Response Act (FFCRA) provides temporary relief to eligible employees affected by the COVID-19 pandemic, contains two laws that provide such relief: (1) a new paid sick leave benefit (Emergency Paid Sick Leave Act or EPSLA), and (2) an expansion of the Family and Medical Leave Act (FMLA)