



Common Kansas and Federal Labor Laws By Number of Employees

1-14 Employees

- Civil Rights Act of 1991 (42 U.S.C. §§1981, *et seq.*)
- Consumer Credit Protection Act of 1968 (15 U.S.C. §1601)
- Employee Polygraph Protection Act of 1988 (29 U.S.C. §1001)
- Employee Retirement Income Security Act (ERISA) of 1974 (if company offers benefits) (29 U.S.C. §§1001, *et seq.*)
- Equal Pay Act of 1963 (29 U.S.C. §206)
- Fair and Accurate Credit Transactions Act of 2003 (FACT) (15 U.S.C. §§1681, *et seq.*)
- Fair Credit Reporting Act of 1969 (15 U.S.C. §§1681, *et seq.*)
- Fair Labor Standards Act of 1938 (29 U.S.C. §§201, *et seq.*)
- Federal Insurance Contributions Act of 1935 (FICA) (Social Security) (26 U.S.C. §§3101, *et seq.*)
- Health Insurance Portability and Accountability Act (HIPAA) of 1996 (if company offers benefits) (42 U.S.C. §§300gg, *et seq.*; 29 U.S.C. §§1181, *et seq.*; 42 U.S.C. §§1320d, *et seq.*)
- Immigration and Nationality Act of 1952 (8 U.S.C. §§1101, *et seq.*)
- Immigration Reform and Control Act of 1986 (8 U.S.C. §1324a)
- Kansas Act Against Discrimination (4 or more employees) (K.S.A. 44-1001)
- Kansas Age Discrimination in Employment Act (4 or more employees) (K.S.A. 44-1001)
- Kansas Domestic Violence Act (K.S.A. 44-1132)
- Kansas Minimum Wage and Maximum Hour Law (employers not covered by FLSA) (K.S.A. 44-1201)
- Kansas Smoke-Free Workplace Law (K.S.A. 21-6110(6))
- Kansas Wage Payment Act (K.S.A. 44-313)
- Mental Health Parity Act of 1996 (1947) (29 U.S.C. §1185a)
- National Labor Relations Act of 1947 (29 U.S.C. §§141, *et seq.*)
- Newborns' and Mothers' Health Protection Act of 1996 (29 U.S.C. §1185)
- Occupational Safety and Health Act of 1970 (29 U.S.C. §§651, *et seq.*)
- OSHA Recordkeeping (maintain record of job related injuries and illnesses) (29 U.S.C. §§651, *et seq.*)
- Sarbanes-Oxley Act of 2002 (15 U.S.C. §§7201, *et seq.*)
- Uniform Guidelines on Employee Selection Procedures of 1978 (29 C.F.R. Part 1607)
- Uniformed Services Employment and Reemployment Rights Act of 1994 (38 U.S.C. §§4301, *et seq.*)

15-19, add

- Americans With Disabilities Act of 1990 (42 U.S.C. §§12101, *et seq.*)
- Genetic Information Nondiscrimination Act (GINA) of 2008 (29 U.S.C. §2000ff-10)
- Lilly Ledbetter Fair Pay Act of 2009 (29 U.S.C. §626(c)(3); 42 U.S.C. §2000e-5(e)(3)(A))
- Title VII, Civil Rights Act of 1964 (42 U.S.C. §§2000e, *et seq.*)
- Pregnancy Discrimination Act (PDA) (42 U.S.C. §§2000e, *et seq.*)

20-24, add

- Age Discrimination in Employment Act of 1967 (29 U.S.C. §§621, *et seq.*)
- Consolidated Omnibus Budget Reconciliation Act (COBRA) 1986 (29 U.S.C. §§1160, *et seq.*)

50 or more, add

- Family and Medical Leave Act of 1993 (29 U.S.C. §§2601, *et seq.*)
- EEO-1 Report (filed annually w/EEOC if organization is a federal contractor and has federal contracts amounting to \$50,000 or more)
- Mental Health Parity Act of 1996 (for employers who offer mental health benefits) (P.L. 104-204)
- Patient Protection and Affordable Care Act (P.L. 111-148)

100 or more, add

- Worker Adjustment and Retraining Notification Act of 1988 (29 U.S.C. §§2101, *et seq.*)
- EEO-1 Report (filed annually w/EEOC if organization is not a federal contractor)

Federal Contractors, add

- Worker Adjustment and Retraining Notification Act of 1988 (29 U.S.C. §§2101, *et seq.*)
- Executive Order 11246 of 1965
- Vocational Rehabilitation Act of 1973
- Drug Free Workplace Act of 1988 (41 U.S.C. §§701-707)
- Vietnam-Era Veterans Readjustment Act of 1974 (38 U.S.C. §§4211, *et seq.*)
- Davis Bacon Act of 1931 (42 U.S.C. §§276(a)-276a-7)
- Copeland Act of 1934 (18 U.S.C. §874)
- Walsh-Healy Act of 1936 (42 U.S.C. §§35-45)
- Service Contract Act (1965)
- Contract Work Hours and Safety Standards Act (CWHSSA)