

**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)

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