

NATIONAL ASSOCIATION OF REALTORS®
Human Resources Tool Kit

Legal: Compliance Thresholds

This document does not include all federal and state employment laws, but it does provide the number of employees required for an employer to be covered under these laws. There are 21 federal employment laws that apply to employers with at least one employee. Tables by employee number or statute name.

COMPLIANCE THRESHOLDS: BY NUMBER OF EMPLOYEES	
Federal Statutes	Minimum Employees
Consumer Credit Protection Act	1
Drug-Free Workplace Act of 1988	1
Electronic Communications Privacy Act of 1986 (ECPA)	1
Employee Polygraph Protection Act of 1989 (EPPA)	1
Employee Retirement Income Security Act (ERISA)	1
Employee Right-to-Know Laws (Hazardous Chemicals in Workplace)	1
Equal Pay Act (EPA)	1
Executive Order 11246 (Affirmative Action)	1
Fair Labor Standards Act of 1938 (FLSA)	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	1
Immigration Reform and Control Act of 1986 (IRCA)	1
Labor-Management Relations Act of 1947/National Labor Relations Act	1
Occupational Safety & Health Administration Compliance Assistance Authorization Act of 1998	1
Occupational Safety and Health Act of 1970	1
Personal Responsibility & Work Opportunity Reconciliation Act of 1996	1
Uniformed Services Employment & Re-Employment Rights Act of 1994 (USERRA)	1
Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA)	1
Mental Health Parity Act of 1996 (MHPA)	2
Newborns' and Mothers' Health Protection Act of 1996 (NMHPA)	2
Pregnancy Discrimination Act (PDA)	2
Americans with Disabilities Act of 1990 (ADA)	15
Civil Rights Act of 1964 – Title VII – Equal Employment Opportunities	15
Civil Rights Act of 1991	15
Age Discrimination in Employment Act of 1967	20
Consolidated Omnibus Benefits Reconciliation Act (COBRA)	20
Older Workers Benefit Protection Act (OWBPA)	20
Family and Medical Leave Act of 1993 (FMLA)	50
Worker Adjustment and Retraining Notification Act of 1989 (WARN)	100

COMPLIANCE THRESHOLDS: BY STATUTE NAME

Federal Statutes	Minimum Employees
Age Discrimination in Employment Act of 1967	20
Americans with Disabilities Act of 1990 (ADA)	15
Civil Rights Act of 1964 – Title VII – Equal Employment Opportunities	15
Civil Rights Act of 1991	15
Consolidated Omnibus Benefits Reconciliation Act (COBRA)	20
Consumer Credit Protection Act	1
Drug-Free Workplace Act of 1988	1
Electronic Communications Privacy Act of 1986 (ECPA)	1
Employee Polygraph Protection Act of 1989 (EPPA)	1
Employee Retirement Income Security Act (ERISA)	1
Employee Right-to-Know Laws (Hazardous Chemicals in Workplace)	1
Equal Pay Act (EPA)	1
Executive Order 11246 (Affirmative Action)	1
Fair Labor Standards Act of 1938 (FLSA)	1
Family and Medical Leave Act of 1993 (FMLA)	50
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	1
Immigration Reform and Control Act of 1986 (IRCA)	1
Labor-Management Relations Act of 1947/National Labor Relations Act	1
Mental Health Parity Act of 1996 (MHPA)	2
Newborns' and Mothers' Health Protection Act of 1996 (NMHPA)	2
Occupational Safety & Health Administration Compliance Assistance Authorization Act of 1998	1
Occupational Safety and Health Act of 1970	1
Older Workers Benefit Protection Act (OWBPA)	20
Personal Responsibility & Work Opportunity Reconciliation Act of 1996	1
Pregnancy Discrimination Act (PDA)	2
Uniformed Services Employment & Re-Employment Rights Act of 1994 (USERRA)	1
Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA)	1
Worker Adjustment and Retraining Notification Act of 1989 (WARN)	100

[Access the U.S. Department of Labor Web site for more employment laws and compliance details >](#)