

Federal Employment Laws*

1-10 Employees	11-14 Employees, Add:
Title VII of the Civil Rights Act of 1964 (for employment agencies and labor organizations)	OSHA Recordkeeping
Consumer Credit Protection Act of 1968	15-19 Employees, Add:
Employee Polygraph Protection Act of 1988	Title VII of the Civil Rights Act of 1964
Employee Retirement Income Security Act (ERISA) of 1974	American with Disabilities Act of 1990
Equal Pay Act of 1963	Pregnancy Discrimination Act (PDA)
Fair and Accurate Credit Transactions Act of 2003 (FACT)	Genetic Information Nondiscrimination Act (GINA) of 2008
Fair Credit Reporting Act of 1969	Lilly Ledbetter Fair Pay Act of 2009
Fair Labor Standards Act of 1938	20-49 Employees, Add:
Federal Insurance Contributions Act of 1935	Age Discrimination in Employment Act of 1967
Health Insurance Portability and Accountability Act (HIPAA) of 1996	Consolidated Omnibus Benefits Reconciliation Act (COBRA) of 1986
Immigration Reform and Control Act of 1986	The American Recovery and Reinvestment Act of 2009
National Labor Relations Act of 1974	The Older Workers Benefit Protection Act of 1990
Newborns' and Mothers' Health Protection Act of 1996	50 or More Employees, Add:
Occupational Safety and Health Act of 1970	Family and Medical Leave Act of 1993
Sarbanes-Oxley Act of 2002	Mental Health Parity Act of 1996
Uniform Guidelines on Employee Selection Procedures of 1978	100 or More Employees, Add:
Uniformed Services Employment and Reemployment Rights Act of 1994	Worker Adjustment and Retraining Notification Act of 1988
	EEO-1 Report Filed Annually w/EEOC

*Additional laws apply to federal contractors

South Carolina Employment Laws*

Discrimination on the Basis of Color	Paid Leaves of Absence to Donate Bone Marrow
Payment of Wages Act	Right To Work
Continuation of Employee Benefits Legislation	Employment-At-Will
Workers' Compensation	Safety and Health Protection On The Job
South Carolina Illegal Immigration Reform Act (2008)	South Carolina Human Affairs Law

*Additional laws apply to state contractors

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