SNAPSHOT: Federal Laws/ Illinois Statutes

Federal Law	Covered Employers
Title VII (employment discrimination based on race, color, sex, religion or national origin)	15 or more employees
Americans with Disabilities Act (ADA)	15 or more employees
Age Discrimination in Employment Act (ADEA)	20 or more employees
Consolidated Omnibus Budget Reconciliation Act (COBRA)	20 or more employees
Davis Bacon Act	Federal Contractors in excess of $2,000
Employee Polygraph Protection Act	All employers
Employee Retirement Income Security Act (ERISA)	All employers
Equal Pay Act	All employers
Executive Order 11246 (Affirmative Action)	Federal Contractors with 50 employers and $50,000 in contracts
Fair Labor Standards Act (FLSA)	Any employee in interstate commerce
Family and Medical Leave Act (FMLA)	50 or more employees within 75-mile radius
Genetic Information Nondiscrimination Act (GINA)	15 or more employees
Immigration Reform and Control Act (IRCA)	4 or more employees
National Labor Relations Act (NLRA)	All employers
Occupational Safety and Health Act (OSHA)	11 or more employees
Rehabilitation Act	Federal Contractors with more than $10,000 in contracts
Service Contract Act	Federal Contractors with more than $2,500 in contracts
Uniform Guidelines on Employee Selection Procedures	Employers subject to Title VII and other EEO laws except ADEA
Uniformed Services Employment and Reemployment Rights Act (USERRA)	All employers
Worker Adjustment and Retraining Notification Act (WARN)	100 or more employees

Illinois Statutes	Covered Employers
Access to Personnel Files	All employers
Breast Feeding Rights	5 or more employees
Drug Testing	15 or more employees
Sexual Orientation Discrimination	15 or more employees
Family Military Leave Law	15 or more employees
Plant Closing	75 or more employees
Equal Pay	4 or more employees
School Visitation	50 or more employees
Jury Duty Leave	All employers
Marital Status Discrimination	All employers
Meal and Rest Periods	All employers
Military Discrimination	15 or more employees
New Hire Reporting	All employers
Blood Donation Leave	51 employees or more
Pregnancy and Maternity Discrimination	15 or more employees
Smoking in the Workplace	All employers
Time Off to Vote	All employers
Wage Payment	All employers

Your business ▪ it all **begins and ends with people.**

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TMCG Inc. | Contact Jeanne Statts: 224-433-4527, jstatts@tmcghr.com or Therese Malm: 847-571-7909, tmalm@ tmcghr.com