PRESENTED AT

ESSENTIAL EMPLOYMENT LAW

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CHART OF FEDERAL EMPLOYMENT LAWS

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FEDERAL EMPLOYMENT LAWS AND REGULATIONS				
	FEDERAL LAW	**ENFORCEMENT AGENCY**	**COVERED EMPLOYERS**	**SUMMARY OF LAW**
1	**Age Discrimination in Employment Act (ADEA)**	Equal Employment Opportunity Commission (EEOC)	20 or more employees	Prohibits discrimination in all terms, conditions, and privileges of employment based on age. Applies to individuals age 40 and older.
2	**Americans with Disabilities Act of 1990 (ADA)**	EEOC	15 or more employees	Prohibits discrimination in all terms, conditions, and privileges of employment based on an individual's physical or mental disability.
3	**ADA Amendments Act of 2008 (ADAAA)**	EEOC	15 or more employees	Liberalizes the interpretation of the ADA and instructs employers to adopt a broad standard when determining whether an individual is disabled.
4	**Civil Rights Act of 1991**	EEOC	15 or more employees	Amends Title VII and the ADA to give parties complaining of intentional discrimination the right to a jury trial. Also authorizes the award of punitive and compensatory damages.
5	**Consolidated Omnibus Reconciliation Act (COBRA)**	Internal Revenue Service	20 or more employees	Employers must extend the option of continued health insurance to employee, spouse and dependents who otherwise would lose such coverage because of the employee's termination or some other qualifying event.
6	**Consumer Credit Protection Act, Title III**	Department of Labor (DOL) (Wage and Hour Division)	All employers (regardless of size)	Protects employees from being discharged by their employers because their wages have been garnished for any one debt and limits the amount of employees' earnings which may be garnished in any one week. Restricts garnishment withholding to 25% of disposable income. Limits employer actions with respect to discharge.
7	**Davis Bacon Act**	DOL (Wage and Hour Division)	Employers with contracts in federally financed construction more than $2,000	Employer must pay specified minimum hourly rates.
8	**Driver's Privacy Protection Act of 1994**	Department of Justice (DOJ)	All employers	Regulates third-party access to individual driving record information.

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