**Thresholds for Coverage under Federal & State Employment Laws**

HR Compliance Check covers the most up-to-date laws that may be applicable to an organization based on their size, type and geographic location.

Coverage under various federal and state labor laws is generally determined by the number of individuals a company employs. As such, not all employers are covered by all of the various federal and state-specific employment laws that exist. It is important to know which laws apply to which company or organization, as coverage involves the necessity of important duties for employers to satisfy. Failure to adhere to federal and state laws can lead to penalties, fines and litigation.

Below are the coverage threshold requirements for the most important employment-related statutes, for federal and the State of Michigan.

| **Federal or State Law** | **Number of Employees** | **Organization Type** | **Applicable Law(s)** |
| --- | --- | --- | --- |
| **Federal** | **1-14** | **All** | Equal Opportunity Employment Practices (age, religion, race, color, national origin, sex, gender identity, disability, military) – (*for employment agencies and labor organizations*).  Equal Pay  Immigration  Military Leave  Veterans Benefits  Jury Duty Leave  OSHA  Recordkeeping  Notices & Posters  Older Workers  HIPAA Privacy  ERISA Medical  ERISA Retirement  Pension Protection  Cafeteria Plans  HRAs  HSAs  Retiree & Secondary Payer  Section 79  HEART  Women’s Health & Cancer Rights  Newborns and Mothers Health  CHIPRA  Michelle’s Law  Sick Pay Reporting  Fair Labor  FUTA  FICA  Deferred Compensation  Consumer Credit  Uniform Employee Selection Procedures  Employee Polygraph  New Hire Reporting  Fair Credit Reporting  Fair and Accurate Credit Transactions  National Labor Relations  LMRDA  Wage and hour laws  Workers’ Compensation  Jury Duty Leave |
| **Federal** | **11-14, add** | **All** | OSHA Recordkeeping |
| **Federal** | **15-19, add** | **All** | EEO Employment Practices (age, religion, race, color, national origin, sex, gender identity, disability, military)  American Disabilities Act (ADA)  Genetic Information (GINA) |
| **Federal** | **20-49, add** | **All** | Age Discrimination  COBRA  Affordable Care Act (under 50 employees) |
| **Federal** | **50 or more, add** | **All** | Family Medical Leave  Mental Health Parity  Affordable Care Act (50 or more employees) |
| **Federal** | **100 or more** | **All** | Affordable Care Act (100 or more employees)  EEO-1 Reporting  WARN |
| **Federal Contractors** | **1 or more** | **Some federal contractors** | Executive Order 11246  Executive Order 13201  Drug Free Workplace  Vocal Rehabilitation Act  Vietnam-Era  Davis Bacon  Executive Order 13496  Walsh-Healy  McNamara Ohara  Executive 13658  Copeland-Anti Kickback |
| **Federal Contractors** | **50 or more** | **All federal contractors** | E-Verify  EE0-1 Reporting |
| **Michigan** | **1 or more** | **All** | Notices & Posters  Recordkeeping (including access to personnel files)  Fair Employment Practices (age, religion, race, color, national origin, sex, height and weight (employment only), marital status, familial status, arrest record, and physical or mental disability (employment only).  Workers’ Compensation  Right to Know  Minimum Wage  Whistleblowers  Persons with Disabilities  Social Security Privacy  Payment of Wages  Internet Privacy  Smoke Free  Medical Marijuana  Identity Theft  Youth Employment  Unemployment Compensation  Right to Work  Health Claims Assessment  Michigan Withholding  Jury Duty Leave  Employee Privacy (surveillance/monitoring, eavesdropping, wiretapping)  MIOSHA |