**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 PayImmigrationMilitary LeaveVeterans BenefitsJury Duty LeaveOSHARecordkeeping Notices & Posters Older WorkersHIPAA Privacy ERISA Medical ERISA RetirementPension Protection Cafeteria PlansHRAsHSAsRetiree & Secondary PayerSection 79 HEARTWomen’s Health & Cancer RightsNewborns and Mothers HealthCHIPRAMichelle’s LawSick Pay ReportingFair LaborFUTAFICADeferred CompensationConsumer CreditUniform Employee Selection ProceduresEmployee PolygraphNew Hire ReportingFair Credit ReportingFair and Accurate Credit TransactionsNational Labor RelationsLMRDAWage 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 COBRAAffordable Care Act (under 50 employees) |
| **Federal** | **50 or more, add** | **All** | Family Medical LeaveMental Health ParityAffordable Care Act (50 or more employees) |
| **Federal** | **100 or more** | **All** | Affordable Care Act (100 or more employees)EEO-1 ReportingWARN |
| **Federal Contractors** | **1 or more** | **Some federal contractors** | Executive Order 11246Executive Order 13201Drug Free WorkplaceVocal Rehabilitation ActVietnam-EraDavis BaconExecutive Order 13496Walsh-HealyMcNamara OharaExecutive 13658Copeland-Anti Kickback |
| **Federal Contractors** | **50 or more** | **All federal contractors** | E-VerifyEE0-1 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 KnowMinimum WageWhistleblowers Persons with Disabilities Social Security Privacy Payment of WagesInternet PrivacySmoke FreeMedical Marijuana Identity TheftYouth Employment Unemployment Compensation Right to WorkHealth Claims AssessmentMichigan WithholdingJury Duty LeaveEmployee Privacy (surveillance/monitoring, eavesdropping, wiretapping) MIOSHA  |