

FEDERAL AND UTAH LABOR AND EMPLOYMENT LAWS BY NUMBER OF EMPLOYEES (Private Employers)*

FEDERAL LAWS

1-14 Employees:

- Title VII of the Civil Rights Act of 1964 (**Title VII**) (for employment agencies and labor organizations)
- Consumer Credit Protection Act (**CCPA**) (1968)
- Employee Polygraph Protection Act of 1988 (**EPPA**)
- Employee Retirement Income Security Act (**ERISA**) (1974) (if employer offers benefits)
- Equal Pay Act of 1963 (**EPA**)
- Fair and Accurate Credit Transactions Act of 2003 (**FACT**)
- Fair Credit Reporting Act (**FCRA**) (1969)
- Fair Labor Standards Act of 1938 (**FLSA**)
- Federal Insurance Contributions Act (**FICA**) (1935)
- Health Insurance Portability and Accountability Act of 1996 (**HIPAA**) (if company offers benefits)
- Immigration and Nationality Act (**INA**)
- Immigration Reform & Control Act of 1986 (**IRCA**)
- Lilly Ledbetter Fair Pay Act of 2007
- Jury System Improvements Act of 1978
- Labor-Management Relations Act, 1947 (**LMRA or Taft-Hartley Act**)
- National Labor Relations Act (**NLRA**) (1935)
- Newborns' and Mothers' Health Protection Act of 1996 (if employer offers health benefits)
- Occupational Safety and Health Act (**OSHA**) (1970)
- Sarbanes-Oxley Act of 2002 (**SOX**) (publicly traded companies)
- Uniform Guidelines of Employee Selection Procedures (1978)
- Uniformed Services Employment & Reemployment Rights Act of 1994 (**USERRA**)

11 or more employees, add:

- Occupational Safety & Health Act part 1970 (**OSHA**) (injury and illness recordkeeping)

15 or more employees, add:

- Title VII of the Civil Rights Act of 1964 (**Title VII**)
- Americans with Disabilities Act of 1990 (**ADA**), Title I
- Genetic Information Nondiscrimination Act of 2008 (**GINA**)

20 or more employees, add:

- Age Discrimination in Employment Act of 1967 (**ADEA**)
- Consolidated Omnibus Budget Reconciliation Act of 1985 (**COBRA**)

50 or more employees, add:

- Family and Medical Leave Act of 1993 (**FMLA**)
- Patient Protection and Affordable Care Act of 2010 (**PPACA**)

* Current as of June 12, 2015.

100 or more employees, add:

- Worker Adjustment & Retraining Notification Act (**WARN**) (1989)
- EEO-1 Report filed annually with the EEOC

Federal Contractors, add:

- Contract Work Hours and Safety Standards Act (**CWHSSA**) (service and construction contracts over \$100,000)
- Copeland Act of 1934 (contracts for construction, alteration, or repair of public buildings or works)
- Davis Bacon Act of 1931 (contracts over \$2,000 for construction, alteration, or repair of public buildings or works)
- Drug Free Workplace Act of 1988 (some federal contractors and all federal grantees)
- EEO-1 Report filed annually with the EEOC (if 50 or more employees)
- Executive Order 11246 (1965) (affirmative action) (if 50 or more employees)
- Executive Order 11375 (1967)
- Executive Order 13201
- Service Contract Act (1965)
- Vietnam-Era Veterans Readjustment Act of 1974 (if 50 or more employees)
- Vocational Rehabilitation Act of 1973 (**Rehab Act**) (if 50 or more employees)
- Walsh-Healy Act of 1936

UTAH LAWS

1-14 Employees

- Attorneys' Fees in Suits for Wages, Utah Code § 34-27-1 (1969)
- Centralized New Hire Registry Act , Utah Code § 35A-7-101 *et seq.* (1997)
- Criminal Investigations and Technical Services Act, Utah Code § 53-10-101 *et seq.* (1993)
- Deductions for the Benefit of Labor Organizations, Utah Code § 34-32-1 *et seq.* (1969)
- Drug and Alcohol Testing, Utah Code § 34-38-1 *et seq.* (1987)
- Emergency Services Volunteer Employment Protection Act, Utah Code § 34-55-101 *et seq.* (2019)
- Employee's right to time off for election, (Utah Code § 20A-3-103 (1993)
- Employer Reference Immunity, Utah Code § 34-42-1 (1995)
- Employment Agencies , Utah Code § 34-29-1 *et seq.* (1969)
- Employment Inventions Act, Utah Code § 34-39-1 *et seq.* (1989)
- Employment of Minors, Utah Code § 34-23-101 *et seq.* (1973)
- Employment Relations and Collective Bargaining, Utah Code § 34-20-1 *et seq.* (1969)
- Employment Security Act, Utah Code § 35A-4-101 *et seq.*
- Garnishment, Utah Code § 63A-3-507 (*see also* URCP 64D)
- Genetic Testing Restrictions on Employers Act, Utah Code § 34A-11-101 *et seq.* (2002)
- Interception of Communications Act, Utah Code § 77-23a-4
- Internet Employment Privacy Act, Utah Code § 34-48-101 *et seq.* (2013)
- Jury Service, Utah Code § 78B-1-116
- Labor Disputes, Utah Code § 34-19-1 *et seq.* (1969)
- Medical Fees for Examinations, Utah Code § 34-33-1 *et seq.* (1969)
- Military leave, Utah Code § 39-1-36
- Nursing Mothers in the Workplace, Utah Code §34-49-101 *et seq.* (2015)

- Parental participation in educational process—Employer support, Utah Code § 53E-2-303
- Payment of Wages, Utah Code § 34-28-1 *et seq.*
- Post-Employment Restrictions Act, Utah Code § 34-51-101 *et seq.* (2016)
- Privacy violation, Communication Abuse, Utah Code §§ 76-9-402, -403
- Protection of Personal Information Act, Utah Code § 13-44-101 *et seq.* (2009)
- Protection of Activities in Private Vehicles, Utah Code § 34-45-101 *et seq.* (2009)
- Reducing Barriers to Employment for Individuals with Criminal Records, Utah Code § 34A-52-301 (2019)
- Safety (use of certain boilers or pressure vessels, Utah Code § 34A-7-101 *et seq.*
- Service Marketplace Platforms Act, Utah Code § 34A-53-101 (2019)
- Transportation of Workers, Utah Code § 34-36-1 *et seq.* (1969)
- Utah Indoor Clean Air Act, Utah Code § 26-38-1 *et seq.* (1995)
- Utah mini-COBRA benefits for employer group coverage, Utah Code § 31A-22-722
- Utah Minimum Wage Act, Utah Code § 34-40-101 *et seq.*
- Utah Occupational Disease Act, Utah Code § 34A-3-101 *et seq.*
- Utah Occupational Safety and Health Act, Utah Code § 34A-6-101 *et seq.* (1973)
- Utah Right to Work Law, Utah Code § 34-34-1 *et seq.* (1969)
- Veterans Preference in Private Employment Act, Utah Code § 34-50-101 *et seq.* (2015)
- Wages a Preferred Debt, Utah Code § 34-26-1 *et seq.* (1969)
- Workers' Compensation Act, Utah Code § 34A-2-101 *et seq.*

15 or more employees, add:

- Employment Selection Procedures Act, Utah Code § 34-46-101 *et seq.* (2009)
- Private Employer Verification Act, Utah Code § 13-47-101 *et seq.* (2010)
- Utah Antidiscrimination Act, (as amended by the Antidiscrimination and Religious Freedom Act (2015)), Utah Code § 34A-5-101 *et seq.*

For assistance, please contact:

Mark A. Wagner
Parsons Behle & Latimer
E-mail mwagner@parsonsbehle.com
Phone: (801) 536-6776