

Employment Related Laws & Posting Requirements by Company Size

| Number of Employees | Federal Laws | | Massachusetts Laws | |
|---------------------|--|--------------------------|--|-------------------------------------|
| | Law | ✓ Posting Required | Law | ✓ Poster Required |
| 1 or more | Immigration Reform & Control Act (IRCA) and I-9 Forms | | Massachusetts Equal Rights Act | |
| | Employee Polygraph Protection Act (EPPA) | ✓ | Massachusetts Civil Rights Act | |
| | Uniformed Services Employment and Reemployment Rights Act (USERRA) | ✓ | Massachusetts General Law on Sexual Harassment | |
| | Uniform Guidelines for Employment Selection Procedures | | Massachusetts Wage & Hour Laws | ✓ |
| | Fair Labor Standards Act (FLSA) – Federal Wage & Hour Law | ✓ | Massachusetts Nondiscrimination and Equal Pay Laws | ✓ |
| | Equal Pay Act (EPA) | ✓ | Unemployment Insurance Coverage Notification Requirements | ✓ |
| | Employment Retirement Income Security Act (ERISA) | | Earned Sick Time | ✓ |
| | Health Insurance Portability & Accountability Act (HIPAA) | | Time Off for Voting | |
| | Occupational Safety & Health Act (OSHA) | ✓ | Workers’ Compensation Notice to Employees | ✓ |
| | National Labor Relations Act (NLRA) | Voluntary Only | Right to Know Workplace Notice (Public Sector Employees) | ✓ |
| | | | Workplace Safety and Health Protection (Public Sector Employees) | ✓ |
| | 2 but less than 20 | | | Massachusetts Personnel Records Law |
| | | | Temporary Worker Right to Know | ✓ |
| | | | Domestic Worker Rights | ✓ |
| | | | Massachusetts Mini COBRA Law | |
| 6 or more | | | Massachusetts Fair Employment Laws | ✓ |
| | | | Massachusetts Parental Leave | ✓ |

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| 11 or more | Occupational Safety & Health Act (OSHA) Recordkeeping Requirements | ✓ | | |
| 15 or more | Title VII of the Civil Rights Act of 1964 | ✓ | | |
| | Americans with Disabilities Act (ADA) | ✓ | | |
| | Genetic Information Nondiscrimination Act (GINA) | ✓ | | |
| 20 or more | Age Discrimination in Employment Act (ADEA) | ✓ | | |
| | Older Workers Benefit Protection Act of 1990 (OWBPA) | | | |
| | Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) | | | |
| 50 or more | Affordable Care Act (ACA) | | Massachusetts Small Necessities Leave Act | ✓ |
| | Family and Medical Leave Act (FMLA) | ✓ | | |
| 100 or more | EEO-1 Report | | | |
| | Worker Adjustment and Retraining Notification Act (WARN) | | | |

Note: Posting requirements also apply to federal contractors and subcontractors under the following laws: Davis Bacon Act, Executive Order 11246, Executive Order 13496, Rehabilitation Act of 1973, Vietnam Era Veterans' Readjustment Assistance Act of 1974, and Walsh Healy Act.

For a detailed summary of the laws, visit our website at www.psandeassociates.com, go to our Resources page, and select Other Resources