



## Summary of Federal and Massachusetts Employment Related Laws by Employer Size

Use the table that follows to view a quick list of the federal and Massachusetts employment related laws that apply by company size and whether a posting requirement also applies. The table also includes the page number in this Summary where you can find an overview of the law.

Number of Employees	Federal Laws			Massachusetts Laws		
	Law	✓ Posting Required	Page in Summary	Law	✓ Posting Required	Page in Summary
1 or more	Immigration Reform & Control Act (IRCA) and I-9 Forms		3	Massachusetts Equal Rights Act		7
	Employee Polygraph Protection Act (EPPA)	✓	3	Massachusetts Civil Rights Act		8
	Uniformed Services Employment and Reemployment Rights Act (USERRA)	✓	3	Massachusetts General Law on Sexual Harassment		8
	Uniform Guidelines for Employment Selection Procedures		4	Massachusetts Wage & Hour Laws	✓	8
	Fair Labor Standards Act (FLSA) – Federal Wage & Hour Law	✓	4	Massachusetts Nondiscrimination and Equal Pay Laws	✓	12
	Equal Pay Act (EPA)	✓	5	Unemployment Insurance Coverage Notification Requirements	✓	12
	Employment Retirement Income Security Act (ERISA)		5	Earned Sick Time	✓	13
	Health Insurance Portability & Accountability Act (HIPAA)		6	Time Off for Voting		13
	Occupational Safety & Health Act (OSHA)	✓	6	Workers' Compensation Notice to Employees	✓	13
	National Labor Relations Act (NLRA)	Voluntary Only	7	Right to Know Workplace Notice (Public Sector Employees)	✓	13
				Workplace Safety and Health Protection (Public Sector Employees)	✓	14
				Massachusetts Personnel Records Law		14
			Temporary Worker Right to Know	✓	14	
			Domestic Worker Rights	✓	15	
2 but less than 20			Massachusetts Mini COBRA Law		15	

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Number of Employees	Federal Laws			Massachusetts Laws					
	Law	✓ Posting Required	Page in Summary	Law	✓ Posting Required	Page in Summary			
6 or more				Massachusetts Fair Employment Laws	✓	15			
				Massachusetts Parental Leave	✓	17			
11 or more	Occupational Safety & Health Act (OSHA) Recordkeeping Requirements	✓	17						
15 or more	Title VII of the Civil Rights Act of 1964	✓	18						
	Americans with Disabilities Act (ADA)	✓	18						
	Genetic Information Nondiscrimination Act (GINA)	✓	19						
20 or more	Age Discrimination in Employment Act (ADEA)	✓	19						
	Older Workers Benefit Protection Act of 1990 (OWBPA)		19						
	Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA)		20						
50 or more	Affordable Care Act (ACA)		21				Massachusetts Small Necessities Leave Act	✓	23
	Family and Medical Leave Act (FMLA)	✓	22						
100 or more	EEO-1 Report		23						
	Worker Adjustment and Retraining Notification Act (WARN)		23						

**Note:** For a summary of the laws applicable to federal contractors and subcontractors, see pages 24-27. Note also that posting requirements 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.

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<b>The following federal and Massachusetts laws apply to employers with 1+ employees</b>					
<i>Federal Laws</i>					
Immigration Reform & Control Act (IRCA) and I-9 Forms	<p>IRCA requires employers to hire only those individuals who can legally work in the U.S. Employers must verify that an individual can legally work in the U.S. by processing and maintaining up-to-date I-9 forms, including citizens and non-citizens. Employers must request all new hires to show documentation that proves their identity and eligibility to work in the U.S., and the documentation must be provided within three business days of the new hire's first day of work. In the case of rehires, an employer must request documentation only if it has been more than three years since the rehire last completed an I-9 Form for the employer or if the employee's completed I-9 Form on file is no longer valid.</p> <p>A new Form I-9 was approved in August of 2016. As of January 22, 2017, all employers must use the new form.</p>	1+ employees	Department of Homeland Security, Citizenship & Immigration Services (USCIS)	<a href="http://www.uscis.gov">www.uscis.gov</a>	8 USC §1101
Employee Polygraph Protection Act (EPPA)	<p>Under the EPPA, employers cannot use lie detector tests in pre-employment screenings or during employment, unless excepted under the Act.</p> <p>Posting requirements apply. The DOL revised the EPPA poster effective 8/1/2016, a copy of which can be found on DOL's website at <a href="https://www.dol.gov/whd/regs/compliance/posters/eppa.htm">https://www.dol.gov/whd/regs/compliance/posters/eppa.htm</a>.</p>	1+ employees (not applicable to public employers)	Department of Labor (DOL)	<a href="http://www.dol.gov">www.dol.gov</a>	29 USC Ch. 22, §2002
Uniformed Services Employment and Reemployment Rights Act (USERRA)	<p>USERRA prohibits discrimination based on past or current military service or the intent to serve regarding employment, reemployment, retention in employment, promotion, or any benefits of employment. Employee rights include reemployment rights under certain conditions.</p> <p>Posting requirements apply.</p>	1+ employees	Veterans' Employment & Training Services (VETS)	<a href="http://www.dol.gov/vets/programs/userra/">http://www.dol.gov/vets/programs/userra/</a>	38 USC 4301-4335

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Uniform Guidelines for Employment Selection Procedures	The Uniform Guidelines provide rules for using employment tests and other selection procedures to ensure that the selection procedures do not discriminate based on race, color, gender, national origin, religion, disability, or age (40 or older) in violation of federal anti-discrimination laws. Selection procedures include any measure, combination of measures, or procedure used as a basis for any employment decision, including hiring, promotions, demotions, referrals, training, etc. The Uniform Guidelines provide for the proper use of employment testing, appropriate means of validating selection procedures, acceptable methods of establishing and implementing cutoff scores (or pass points) on selection procedures, and the documentation of validity for selection procedures.	1+ employees	Equal Employment Opportunity Commission (EEOC)	<a href="https://www.eeoc.gov/policy/docs/factemployment_procedures.html">https://www.eeoc.gov/policy/docs/factemployment_procedures.html</a>	29 CFR Part 1607 – Uniform Guidelines for Employment Selection Procedures (1978)
Fair Labor Standards Act (FLSA) – Federal Wage & Hour Law	<p><b>Minimum Wage</b></p> <ul style="list-style-type: none"> <li>All employees must be paid the basic minimum wage rate unless an exception applies.</li> <li>The current federal minimum wage rate is \$7.25 per hour (effective July 24, 2009). Many states also have wage and hour laws that set the minimum wage rate higher than the federal law. In such cases, an employee must be paid at least the higher rate of the two.</li> <li>There are various minimum wage exceptions that apply under specific circumstances to workers with disabilities, full-time students, youth under age 20 in their first 90 consecutive calendar days of employment, tipped employees and student-learners.</li> </ul> <p><b>Overtime</b></p> <ul style="list-style-type: none"> <li>Unless an employee is exempt from the overtime requirements (e.g., exempt under one of the white-collar exemptions), an employee must be paid overtime for all hours worked during a work week in excess of 40 hours.</li> </ul>	1+ employees	DOL, Wage & Hour Division	<a href="https://www.dol.gov/whd/">https://www.dol.gov/whd/</a>	29 USC, Ch. 8, §201-219

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	<ul style="list-style-type: none"> <li>In general, the overtime rate is one and one-half times the regular hourly rate of pay for all hours worked more than 40 hours. However, some employers may opt to use the fluctuating work week method for calculating overtime, which in some cases can result in significant savings.</li> </ul> <p><b>Meal Breaks</b> In general, the FLSA does not require breaks or meal periods be given to workers. However, all employers must give nursing mothers break time to express breast milk. If short breaks (up to 20 minutes) are offered, employees must be paid for the time on break. However, if an employee takes a bona fide meal period (typically 30 minutes or more), employees need not be paid for the meal period. Note: This requirement does not preempt State laws that provide greater protections to employees.</p> <p><b>Posting Requirements Apply</b> DOL revised the FLSA (Fair Labor Standards Act) poster effective 8/1/2016, a copy of which can be found on DOL's website at <a href="https://www.dol.gov/whd/regs/compliance/posters/flsa.htm">https://www.dol.gov/whd/regs/compliance/posters/flsa.htm</a>.</p>				
Equal Pay Act (EPA)	<p>The EPA prohibits gender-based discrimination in the payment of wages. Under the EPA, men and women must be paid equally for substantially equal work performed in the same establishment. All forms of compensation are included (i.e., salary, bonuses, vacation and holiday pay, and other benefits). However, the law allows for pay differentials when individuals are evaluated based on criteria such as seniority, production levels, and merit.</p> <p>Posting requirements apply.</p>	1+ employees	EEOC	<a href="https://www.eeoc.gov/laws/statutes/epa.cfm">https://www.eeoc.gov/laws/statutes/epa.cfm</a>	29 USC §206(d)
Employment Retirement Income Security Act (ERISA)	ERISA requires that employers provide certain information to participants in any retirement or health and welfare plans sponsored by the employer. In addition, the employer is	1+ employees	DOL	<a href="http://www.dol.gov">www.dol.gov</a>	29 USC §1001-1461

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	required to file certain information with the IRS and DOL regarding plans.				
Health Insurance Portability & Accountability Act (HIPAA)	<p>Among other things, HIPAA requires “covered entities” to comply with privacy rules that protect individual personally identifiable health information (PHI). Covered entities include group health plans.</p> <p>Virtually all employers that sponsor group health plans rely on outside services to administer and manage the plan. In such cases, the employer must have a written agreement with the vendor if the vendor is a “business associate.” The agreement must include provisions that provide for the protection and safeguarding of PHI. Business associates are any person or organization outside of the workplace that performs claims processing, data analysis, utilization review, and billing services as well as legal, actuarial, accounting, consulting, data aggregation, management, administrative, accreditation, or financial services.</p> <p>A health plan must distribute its privacy practices notice to each plan participant and send a reminder notice every three years. A plan must also provide the notice to new plan participants.</p>	1+ employees	Department of Health and Human Services (HHS)	<a href="http://www.hhs.gov/hipaa/for-professionals/privacy/laws-regulations/index.html">http://www.hhs.gov/hipaa/for-professionals/privacy/laws-regulations/index.html</a>	42 USC §1320d
Occupational Safety & Health Act (OSHA)	<p>OSHA requires employers to follow federal standards for safe employment conditions, hazard communications, and personal protective equipment. An employer’s responsibilities include the following:</p> <ul style="list-style-type: none"> <li>• Provide a workplace free from serious hazards</li> <li>• Examine workplace conditions to ensure they conform to OSHA standards</li> <li>• Make sure employees have and use safe tools and equipment and properly maintain the equipment</li> <li>• Use color codes, posters, labels, or signs to warn employees of potential hazards</li> </ul>	1+ employee	DOL, OSHA	<a href="https://www.osha.gov/">https://www.osha.gov/</a>	29 USC § 651-678; 29 USC 657(c); 29 CFR 1903.2

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	<ul style="list-style-type: none"> <li>• Provide safety training</li> <li>• If any hazardous chemicals in the workplace, develop and implement a written hazard communication program and train employees</li> <li>• Keep records of work-related injuries and illnesses</li> <li>• Other requirements</li> </ul> <p>Posting requirements apply.</p>				
National Labor Relations Act (NLRA)	<p>The NRLA guarantees the right of employees to organize and bargain collectively with their employers and to engage in other protected activity. Under the NRLA, an employer cannot prohibit employees from soliciting for a union during non-work time in non-work areas (e.g., parking lots or break rooms). An employer cannot question an employee's union support, or fire, demote, or transfer an employee and other actions because the employee supports the union. In addition, an employer cannot threaten to close the workplace, promise raises, promotions and other benefits, or prohibit an employee from wearing union hats, buttons, and other apparel. Nor may an employer spy on or videotape peaceful union activities or gatherings or pretend to do so.</p> <p>An NLRA poster may be posted to inform employees of their rights but it is not mandatory.</p>	1+ employees	DOL, NLRA	<a href="https://www.nlr.gov/">https://www.nlr.gov/</a>	29 USC. § 151-169
<i>Massachusetts Laws</i>					
Massachusetts Equal Rights Act	All persons in Massachusetts regardless of sex, race, color, creed or national origin, have, except as otherwise provided or permitted by law, the same rights enjoyed by white male citizens, to make and enforce contracts, to inherit, purchase, to lease, sell, hold and convey real and personal property, to sue, be parties, give evidence, and to the full and equal benefit of all laws and proceedings for the security of persons and property,	1+ employees	Office of Attorney General	<a href="http://www.mass.gov/ago">www.mass.gov/ago</a>	MGL Ch. 93, §102(a) and §103(a)

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	and are subject to like punishment, pains, penalties, taxes, licenses, and exactions of every kind, and to no other.				
Massachusetts Civil Rights Act	In general, this law protects Massachusetts residents' and visitors' right to use public parks, attend schools, live peacefully, and enjoy other basic rights free from bias-motivated threats, intimidation, coercion and violence. Hate crimes motivated by bias against a person's race, color, religion, national origin, gender identity, sexual orientation or disability are illegal.	1+ employees	Office of Attorney General	<a href="http://www.mass.gov/ago">www.mass.gov/ago</a>	MGL Ch. 265, §39 and MGL Ch. 12, §11H-11J
Massachusetts General Law on Sexual Harassment	Under general Massachusetts law, a person has the right to be free from sexual harassment, as defined in MGL 151B, one of the Massachusetts fair employment laws prohibiting sexual harassment described below. The superior court has the jurisdiction to enforce this right and to award the damages and other relief provided for in 151B. A person cannot bring a claim to the superior court if it is also actionable under 151B or 151C unless a timely complaint was filed with MCAD.	1+ employees	Superior Court	<a href="https://malegislature.gov/Laws/GeneralLaws/PartIII/TitleI/Chapter214/Section1C">https://malegislature.gov/Laws/GeneralLaws/PartIII/TitleI/Chapter214/Section1C</a>	MGL Ch. 214, §1C
Massachusetts Wage & Hour Laws	<p><b>Minimum Wage</b></p> <ul style="list-style-type: none"> <li>The minimum wage rate is \$11/hour as of 1/1/2017. All employees must be paid the minimum wage rate except: <ul style="list-style-type: none"> <li>Agricultural workers (who must be paid a minimum of \$8/hour)</li> <li>Members of a religious order</li> <li>Workers being trained in certain educational, nonprofit, or religious organizations</li> <li>Outside salespeople</li> </ul> </li> <li>Wait staff, service employees, and service bartenders may be paid a service rate of \$3.75/hour as of 1/1/2017 if they regularly receive tips of \$20 or more/month and if the average hourly tip when added to the service rate equals or exceeds the basic minimum wage rate</li> <li>Most employees must be paid for 3 hours at no less than the minimum wage if scheduled to work 3 or more hours and</li> </ul>	1+ employees	Office of Attorney General	<a href="http://www.mass.gov/ago">www.mass.gov/ago</a>	Minimum Wage: MGL Ch. 151, §1 and 2; 454 CMR 27.04; MGL Ch. 149, §26-27H



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	<p>reports to work on time, and is not given the expected hours of work.</p> <ul style="list-style-type: none"> <li>Workers who work on public construction projects and certain other public work must be paid the prevailing wage, a minimum rate set by the Department of Labor Standards based on type of work performed.</li> </ul> <p><b>Overtime</b></p> <ul style="list-style-type: none"> <li>Unless an employee is exempt from the overtime requirements (e.g., exempt under one of the white-collar exemptions), an employee must be paid overtime for all hours over 40 worked during a work week.</li> <li>In general, the overtime rate is one and one-half times the regular hourly rate of pay for all hours worked over 40 hours. However, some employers may opt to use the fluctuating work week method for calculating overtime, which in some cases can result in significant savings.</li> <li>Hours worked mean all hours an employee must be on duty at the employer's worksite or other location and all hours worked before or after the normal shift to complete the work.</li> </ul> <p><b>Payment of Wages</b></p> <ul style="list-style-type: none"> <li>In general, pay for all hours worked, including tips, earned vacation pay, holiday pay, and commissions must be paid within six days of the end of the pay period during which the wages were earned. Employees employed seven days in a calendar week and casual employees must be paid within seven days of the end of the pay period.</li> <li>An employee who resigns must be paid in full on the following regular pay day.</li> <li>An employee who involuntarily terminates employment must be paid in full the day of discharge.</li> </ul>				<p>Overtime: MGL Ch. 151, §1A and 1B; 454 CMR 27.02</p> <p>Payment of Wages: MGL Ch. 149, §148; 454 CMR 27.02; MGL Ch. 149, §148</p>

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	<ul style="list-style-type: none"> <li>Employees paid on an hourly basis must be paid weekly or biweekly.</li> <li>Employers must provide employees with a pay statement with each paycheck that includes the number of hours worked during the pay period, pay rate, and deductions.</li> </ul> <p><b>Tips</b></p> <ul style="list-style-type: none"> <li>For tip pooling, no employee other than wait staff, service employees, or service bartenders may receive tips from the pool.</li> <li>Total tips or service charges must be paid to wait staff, service employees, and service bartenders in proportion to the services they provide.</li> <li>Management employees and owners may not receive any portion of employees' tips.</li> </ul> <p><b>Pay Deductions</b> Employers cannot deduct money from an employee's pay except when permitted by law (e.g., state and federal income taxes), or when an employee asks for a deduction to be made (e.g., for a savings account). In addition, employers cannot take deductions for an employer's ordinary business costs (e.g., supplies, materials, or tools). Employers who require an employee to buy or rent a uniform must refund the actual costs to the employee. In addition, the amount that an employer can deduct for housing and meals is limited.</p> <p><b>Meal Breaks</b></p> <ul style="list-style-type: none"> <li>Employees who work for a period of more than six hours are entitled to a 30-minute meal break, during which they must be relieved of all duties. If relieved of all duties, the meal break is unpaid.</li> <li>An employee must be paid for the meal break if the employee voluntarily agrees to waive the break by working</li> </ul>				<p>Tips: MGL Ch. 149, §152A; MGL Ch. 151, §7</p> <p>Pay Deductions: MGL Ch. 149, §148; 454 CMR 27.05</p> <p>Meal Breaks: MGL Ch. 149, §100 and 101</p>

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	<p>through it or if the employee agrees to remain on the premises during the break.</p> <ul style="list-style-type: none"> <li>The meal breaks requirements do not apply to certain employers (e.g., print works and glass works) and exemptions may be granted for special circumstances.</li> </ul> <p><b>Child Labor</b></p> <ul style="list-style-type: none"> <li>Minors under age 18 must have employment permits for each job.</li> <li>Employers must maintain permits at the sites where minors are working.</li> <li>There are restrictions on dangerous jobs and tasks that minors under age 18 can do based on age. In addition, there are time and scheduling restrictions for minors under age 18 based on age.</li> <li>Time and hour restrictions that minors may work and hazardous occupation restrictions also apply along with supervision requirements.</li> </ul> <p><b>Payroll Records</b></p> <p>Employers must maintain accurate payroll records and retain them for a minimum of three years. In addition, employees have the right to inspect their own payroll records at reasonable times and places.</p> <p><b>Posting Requirements Apply</b></p> <p>The MA minimum wage poster has been updated for the increase in the minimum wage from \$10 to \$11/hour, pay deduction law, addition of pregnancy and gender expressions as protected classes against discrimination, new rules on reporting pay and domestic workers' rights.</p>				<p>Child Labor: MGL Ch. 149, §56-105</p> <p>Payroll Records: MGL Ch. 151, §15</p>

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Massachusetts Nondiscrimination and Equal Pay Laws	<p>These laws prohibit:</p> <ul style="list-style-type: none"> <li>Gender-based discrimination in pay. Employers may not pay less based on gender than paid to the opposite sex who performs the same or comparable work.</li> <li>Employers from discriminating against employees with respect to compensation, wages, and terms of employment based on race, color, religion, national origin, sex, gender identity, sexual orientation, genetic information, age, ancestry, disability, or veteran or active military status.</li> </ul> <p>In August of 2016, Governor Baker signed into law landmark amendments to the Massachusetts equal pay law to narrow the gender pay gap. The amendments, which are effective 7/1/2018, bar employers from asking job applicants their salary history until after making a job offer; promote more transparency regarding pay by allowing employees to freely and voluntarily discuss what they are paid; and gives employers legal incentives to perform salary reviews.</p> <p>Posting requirements apply.</p>	1+ employees	MA Office of Attorney General	<a href="http://www.mass.gov/ago">www.mass.gov/ago</a>	MGL Ch. 149, §105A; MGL Ch. 151B, §4
Unemployment Insurance Coverage Notification Requirements	<p>Employers must comply with the following notification requirements:</p> <ul style="list-style-type: none"> <li>Employers must post a copy of the Department of Unemployment Assistance (DUA) poster in a conspicuous place that is accessible to employees. The poster contains information on employees' rights to file for unemployment insurance.</li> <li>Employees separated from work for seven or more days must be provided with a copy of the DUA notice on filing for unemployment insurance benefits. This notice must include the employer name, address, and DUA employer account number.</li> </ul>	1+ employees	MA Department of Unemployment Assistance	<a href="http://www.mass.gov/dua">www.mass.gov/dua</a>	MGL Ch. 151A §62A

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	<ul style="list-style-type: none"> <li>Employers must notify the DUA 48 hours in advance of a mass separation of employees, which is defined as 10 or more workers who will be laid off for seven or more days.</li> </ul>				
Earned Sick Leave	<p>Employees are entitled to earn and take up to 40 hours of sick leave from work per year. Employees earn one hour of sick time for every 30 hours worked. Employees may begin using earned sick time 90 days after starting work for their own illness or medical appointment, or for a child's, spouse's, parent's, or parent-in-law's illness or medical appointment, or to address domestic violence. Employees must notify their employer before using sick time except in the case of an emergency. If an employee is absent for three or more consecutive days, an employer may require documentation from a medical provider. For employers with 11 or more employees, sick time must be paid. For employees with fewer employees, sick time may be unpaid.</p> <p>Posting requirements apply.</p>	1+ employees (Note: Leave must be paid if employer has 11 or more employees)	Office of Attorney General	<a href="http://www.mass.gov/ago/earnedsicktime">http://www.mass.gov/ago/earnedsicktime</a>	MGL Ch. 149 §148C
Time Off for Voting	Under Massachusetts law, manufacturing, mechanical, and mercantile establishments must allow employees to take up to two hours off to vote starting after the polls open in the employee's voting precinct. The employee must request the time off and the time off may be unpaid.	Manufacturing, mechanical or mercantile establishments	Office of Attorney General	<a href="http://www.mass.gov/ago/">http://www.mass.gov/ago/</a>	MGL Ch. 149, §178
Workers' Compensation Notice to Employees	Employers must notify employees that they have provided for payment to injured employees by posting the prescribed Massachusetts Department of Industrial Accidents notice.	1+ employees	Department of Industrial Accident	<a href="http://www.mass.gov/dia">www.mass.gov/dia</a>	MGL Ch. 152, §21,22 & 30
Right to Know Workplace Notice (Public Sector Employees)	This law requires all state, county, and municipal employers in Massachusetts to post the Right to Know Workplace notice in a conspicuous location that is accessible to employees. The notice provides information to employees regarding their rights with respect to any toxic and hazardous substances, including the notice, training, Material Safety Data Sheets (MSDS), labeling, and nondiscrimination.	All Massachusetts state, county, and municipal employers	Department of Labor Standards	<a href="http://www.mass.gov/dols">www.mass.gov/dols</a>	MGL Ch. 111F

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Workplace Safety and Health Protection (Public Sector Employees)	<p>This law provides for job safety and health protection for state, municipal, and county workers through the promotion of safe and healthful work conditions. In addition, the law directly extends OSHA regulations to executive branch state agencies. Employers must provide procedures, equipment, and training to prevent work related injuries and illnesses. Employees must comply with policies and procedures regarding work-related injuries and illnesses.</p> <p>Posting requirements apply.</p>	All Massachusetts state, county, and municipal employers	MA Department of Labor Standards	<a href="http://www.mass.gov/dols">www.mass.gov/dols</a>	MGL Ch. 149, §6 & 6-1/2
Massachusetts Personnel Records Law	<p>An employer must notify an employee within 10 days of placing any information in the employee's personnel record that negatively affects the employee's qualification for employment, promotion, transfer, additional compensation or the possibility that the employee will be subject to disciplinary action. An employer receiving a written request from an employee must allow the employee to review his or her personnel record within 5 business days of the request. The review must take place at the place of employment and during normal business hours. An employee must be given a copy of the employee's personnel record within 5 business days of a written request. An employer is not required to allow an employee to review his or her record on more than two separate occasions in a calendar year; provided, however, that the notification and review caused by the placing of negative information in the personnel record is not deemed to be 1 of the 2 annually permitted reviews. Employers with 20 or more employees to maintain personnel files for three years after termination of employment.</p>	1+ employees (Note: record retention requirement applies to employers with 20 or more employees)	MA Office of Attorney General	<a href="http://www.mass.gov/ago">www.mass.gov/ago</a>	MGL Ch. 149, §52C
Temporary Worker Right to Know	<p>This law requires staffing agencies to inform temporary employees of basic information about a job to which an employee is being sent to fulfill. In addition, the law prohibits the staffing agency or work site employers from charging the employee fees such as fees for giving the employee the</p>	Staffing agencies placing 1+ employees	MA Department of Labor Standards	<a href="http://www.mass.gov/dols">www.mass.gov/dols</a>	MGL Ch. 149, §159C

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	assignment, drug testing, transportation, or registering with the agency.  Posting requirements apply to staffing agencies.				
Domestic Worker Rights	This law requires an employer to notify any domestic worker who works within a household 16 or more hours per week of their rights as a domestic worker. The information must include rate of pay, working hours, time off, fees for meals and lodging, job responsibilities, process for raising and addressing issues, right to collect workers' compensation if injured on the job, and if living on premises, the circumstances for entering living space, required notice of termination, and any situations deemed cause for immediate termination of employment. The information must be in writing, and signed by both the domestic worker and the employer.  This law also requires that each domestic worker hired receive the Legal Rights of Domestic Workers poster.	Employers employing a domestic worker for 16 or more hours/week	MA Office of Attorney General	<a href="http://www.mass.gov/ago/">http://www.mass.gov/ago/</a>	MGL Ch. 149, §190
<b>In addition to the above laws, the following applies to employers with at least 2 employees but fewer than 20</b>					
<i>Massachusetts Law</i>					
Massachusetts Mini COBRA Law	This law requires small businesses to offer COBRA-like continuation health plan coverage to employees who lose coverage because of certain qualifying events.	Employers providing group health plan coverage who have at least 2 employees and fewer than 20	MA Office of Consumer Affairs & Business Regulation	<a href="http://www.mass.gov/ocabr/insurance/health-insurance/consumer-guides/minicobra.htm">#QBQE</a>	MGL Ch. 176J, §9
<b>In addition to the above laws, the following apply to employers with 6+ employees</b>					
<i>Massachusetts Laws</i>					
Massachusetts Fair Employment Laws	<ul style="list-style-type: none"> <li><b>General Discrimination:</b> Discrimination against applicants and employees based on race, color, religion, national origin (including unlawful language proficiency requirements), age (40 and older), sex (including pregnancy), gender identity, sexual orientation, genetic</li> </ul>	<ul style="list-style-type: none"> <li>In general, 6+ employees</li> <li>1+ employee with respect to domestic</li> </ul>	Massachusetts Commission Against Discrimination (MCAD)	<a href="http://www.mass.gov/mcad">www.mass.gov/mcad</a>	MGL Ch. 151B §7

## Summary of Federal and Massachusetts Employment Related Laws by Employer Size

Law	Summary	Employers Subject to Law	Government Agency	Website	Statute
	<p>information, ancestry, and military service is prohibited with respect to hiring, promotion, discharge, compensation, benefits, training, classification, and other aspects of employment. Religious discrimination includes failure to reasonably accommodate an employee’s religious practices that do not impose an undue hardship.</p> <ul style="list-style-type: none"> <li> <b>Sexual Harassment:</b> Sexual harassment is prohibited, including sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when made explicitly or implicitly as a term or condition of employment or as a basis for employment decisions (e.g., promotion) or when the requests or behavior unreasonably interfere with a person’s work performance by creating an intimidating, hostile, humiliating, or sexually offensive work environment. In addition, this law prohibits harassment based on the protected classes listed in the first bullet above. Employers must adopt a sexual harassment policy and provide the policy to employees annually and to new hires at time of hire. In addition, this law encourages employers to provide sexual harassment training.         </li> <li> <b>Disability Discrimination:</b> Discrimination based on disability, a record of disability, or perceived disability with respect to hiring, promotion, discharge, compensation, benefits, training, classification, and other aspects of employment is prohibited. Disability discrimination includes failure to reasonably accommodate an otherwise qualified person with a disability.         </li> <li> <b>Domestic Workers Discrimination:</b> Discrimination based on the protected classes listed in the first bullet above and sexual harassment against domestic workers is prohibited. In general, domestic workers are those paid to perform domestic work within a household on a regular basis (e.g., housekeeping, caretaking, and nanny services). In addition, domestic workers are entitled to parental leave.         </li> </ul>	<p>worker discrimination</p>			



## Summary of Federal and Massachusetts Employment Related Laws by Employer Size

Law	Summary	Employers Subject to Law	Government Agency	Website	Statute
	<ul style="list-style-type: none"> <li>• <b>Criminal History Inquiries:</b> Employers are barred from asking applicants on an initial employment application for any criminal background information unless exempt by law or a regulation exists.</li> <li>• <b>Mental Health Facility Admission Inquiries:</b> Employers cannot refuse to hire or terminate an employee for failing to furnish information regarding an admission for mental health treatment.</li> <li>• <b>Retaliation:</b> Retaliation against any person because he or she has opposed any discriminatory practices or filed a complaint, testified, or assisted in any proceeding before MCAD is illegal.</li> </ul> <p>Posting requirements apply.</p>				
Massachusetts Parental Leave	<p>Eligible employees (male and female) must be granted eight weeks of unpaid leave for the birth of a child, the adoption of a child under age 18, or the adoption of a child under age 23 with a mental or physical disability. Employees are eligible for parental leave after completing an initial probationary period or after three consecutive months of employment. Employees must give two weeks' notice of their anticipated date of leave and the intention to return.</p> <p>Posting requirements apply.</p>	6+ employees	MCAD	<a href="http://www.mass.gov/mcad">www.mass.gov/mcad</a>	MGL Ch. 149 §105D
<b>In addition to the above laws, the following applies to employers with 11+ employees</b>					
<i>Federal Law</i>					
Occupational Safety & Health Act (OSHA) Recordkeeping Requirements	<p>Unless exempt as a low-risk industry, OSHA requires employers to maintain records of serious work-related injuries and illnesses. Records must be maintained on the worksite for at least five years and copies of the records must be provided to current and former employees if requested. Forms 300, 300A, and 301 are used for recordkeeping purposes. Employers must also report to OSHA any worker fatality within eight hours and</p>	11+ employees	OSHA	<a href="https://www.osha.gov/">https://www.osha.gov/</a>	29 CFR 1904

## Summary of Federal and Massachusetts Employment Related Laws by Employer Size

Law	Summary	Employers Subject to Law	Government Agency	Website	Statute
	any amputation, loss of an eye, or hospitalization within 24 hours. As of 2017, most employers will be required to electronically submit a summary of injuries and illnesses to OSHA.  Posting requirements apply.				
<b>In addition to the above laws, the following apply to employers with 15+ employees</b>					
<i>Federal Laws</i>					
Title VII of the Civil Rights Act of 1964	Title VII of the Civil Rights Act bars discrimination against any person based on race, color, religion, national origin, or gender including discrimination against a woman because of pregnancy, childbirth or a medical condition related to pregnancy or childbirth. In addition, the law prohibits retaliation against a person because he or she complained about discrimination, filed a charge, or participated in an employment discrimination investigation or lawsuit. This law also requires an employer to reasonably accommodate an applicant's or employee's religious practices unless doing so would create an undue hardship on the business.  Posting requirements apply.	15+ employees	EEOC	<a href="https://www.eeoc.gov/laws/statutes/titlevii.cfm">https://www.eeoc.gov/laws/statutes/titlevii.cfm</a>	42 USC beginning at §2000e
Americans with Disabilities Act (ADA)	ADA prohibits discrimination in employment against a qualified individual with a disability. Disabilities include physical and mental disabilities. Employment includes recruitment, hiring, firing, training, job assignments, promotions, and pay. Employers must also provide reasonable accommodation to a qualified applicant or employee with a disability unless an employer can show that doing so would be an undue hardship in terms of significant difficulty or expense.  Posting requirements apply.	15+ employees	EEOC	<a href="https://www.eeoc.gov/eeoc/history/ada25th/thelaw.cfm">https://www.eeoc.gov/eeoc/history/ada25th/thelaw.cfm</a>	42 USC §12101

## Summary of Federal and Massachusetts Employment Related Laws by Employer Size

Law	Summary	Employers Subject to Law	Government Agency	Website	Statute
Genetic Information Nondiscrimination Act (GINA)	GINA prohibits employers from discriminating against employees or applicants based on genetic information. Employers cannot use genetic information in making employment decisions such as hiring, firing, pay, job assignments, promotions, and training. In addition, this law prohibits employers and other covered entities from requesting, requiring, or purchasing genetic information as well as places limits on disclosing genetic information.  Posting requirements apply.	15+ employees	EEOC	<a href="https://www.eeoc.gov/laws/types/genetic.cfm">https://www.eeoc.gov/laws/types/genetic.cfm</a>	Public Law 110-233
<b>In addition to the above laws, the following apply to employers with 20+ employees</b>					
<i>Federal Laws</i>					
Age Discrimination in Employment Act (ADEA)	ADEA prohibits discrimination and harassment based on a person's age. ADEA protects only employees age 40 and older. It does not protect employees under age 40. ADEA prohibits discrimination in all aspects of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, and fringe benefits. ADEA prohibits retaliation against a person because he or she has complained about discrimination, filed a charge, or participated in an employment discrimination investigation or lawsuit. An employment policy or practice can be found to be discriminatory even if it applies to everyone regardless of age if the policy or practice has a negative impact on applicants or employees age 40 and older and is not based on a reasonable factor other than age.  Posting requirements apply.	20+ employees	EEOC	<a href="https://www.eeoc.gov/laws/statutes/adea.cfm">https://www.eeoc.gov/laws/statutes/adea.cfm</a>	29 USC beginning at §621
Older Workers Benefit Protection Act of 1990 (OWBPA)	OWBPA amended ADEA to prohibit employers from denying benefits to employees based on age. Recognizing that the cost of providing some benefits is higher for older employees than younger ones, OWBPA allows an employer to reduce benefits for older workers in limited circumstances (e.g., long-term disability benefits). The law also permits employers to	20+ employees	EEOC	<a href="https://www.eeoc.gov/eeoc/history/35th/the_law/owbpa.html">https://www.eeoc.gov/eeoc/history/35th/the_law/owbpa.html</a>	29 USC §623

## Summary of Federal and Massachusetts Employment Related Laws by Employer Size

Law	Summary	Employers Subject to Law	Government Agency	Website	Statute
	<p>coordinate retiree health benefits plans with eligibility for Medicare or a comparable plan sponsored by a state.</p> <p>OWBPA also established certain rules concerning waivers of ADEA rights. An employer may ask an employee to waive his or her rights or claims under ADEA as part of a settlement agreement or in connection with a termination of employment. However, if the employer does so, the employer must meet certain “knowing and voluntary” requirements for the waiver to be valid. These requirements include that the waiver:</p> <ul style="list-style-type: none"> <li>• Be in writing and understandable</li> <li>• Specifically refer to ADEA rights or claims</li> <li>• Not waive rights or claims that may arise in the future</li> <li>• Be in exchange for valuable consideration (e.g., severance pay)</li> <li>• Advise the employee in writing to consult with an attorney before signing the waiver</li> <li>• Give the employee at least 21 days to consider the agreement (or 45 days if being laid off as part of a reduction in force) and seven days to revoke the agreement after signing it</li> </ul>				
Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA)	COBRA requires employers to provide employees and their spouses and children the opportunity to elect continuation coverage if coverage is lost due to a qualifying event. The qualifying events include a covered employee’s termination of employment for any reason other than gross misconduct or a reduction in work hours, an employee’s entitlement to Medicare, a divorce or legal separation of the covered employee, the death of a covered employee, or a child’s loss of dependent child status under the plan rules. Employers or plan administrators must notify employees and their spouses of their rights to continue coverage at the time they become covered by a group health plan and when a qualifying event occurs.	20+ employees	DOL	<a href="https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/faqs/cobra-continuation-health-coverage-compliance">https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/faqs/cobra-continuation-health-coverage-compliance</a>	Public Law 114-38

## Summary of Federal and Massachusetts Employment Related Laws by Employer Size

Law	Summary	Employers Subject to Law	Government Agency	Website	Statute
<b>In addition to the above laws, the following apply to employers with 50+ employees</b>					
<i>Federal Laws</i>					
Affordable Care Act (ACA)	<p><b>As of this update, the ACA remains in effect and the following requirements discussed below apply. However, the Trump administration and Congress are working on new legislation that would repeal and replace ACA. New legislative developments will be posted on our website at <a href="http://www.psandeassociates.com">www.psandeassociates.com</a>.</b></p> <p>A large employer with 50 or more full-time equivalent employees must offer health insurance coverage to at least 95 percent of its full-time employees (i.e., 30 hours or more) and their dependents. If an employer does not meet this requirement, the employer must pay a penalty of \$2,000 per full-time employee less 30 if at least one employee receives a federal subsidy for coverage through the public exchange (i.e., marketplace).</p> <p>An employer must offer coverage that is “affordable” and that meets at least the minimum value requirement of 60 percent. Coverage is affordable if the employee’s share of the premium is equal to or less than 9.5 percent of the employee’s family income. If coverage does not meet the minimum value requirement and/or the affordability requirement, the employer pays a penalty equal to the lesser of: (1) \$3,000 per each full-time employee receiving a subsidy, or (2) \$2,000 per full-time employee minus 30.</p> <p>Employers must also comply with recordkeeping and reporting requirements.</p> <p>Note: Smaller employers may be eligible for certain tax credits and benefits if they offer health coverage.</p>	50 FTE+ employees	IRS (employer shared responsibility requirements)	<a href="https://www.irs.gov/affordable-care-act/employers/employer-shared-responsibility-provisions">https://www.irs.gov/affordable-care-act/employers/employer-shared-responsibility-provisions</a>	42 USC beginning at §18001

## Summary of Federal and Massachusetts Employment Related Laws by Employer Size

Law	Summary	Employers Subject to Law	Government Agency	Website	Statute
Family and Medical Leave Act (FMLA)	<p>FMLA provides eligible employees of covered employers the right to take up to 12 weeks per year of unpaid, job protected leave for certain family and medical reasons. Qualifying reasons include the birth of a child and to care for a newborn within the first year of birth; the placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement; to care for a spouse, child or parent with a serious health condition; or for a serious health condition of the employee who cannot perform the essential functions of his or her job. In addition, an employee can take leave for any qualifying exigency arising out of the fact that the employee’s spouse, son, daughter, or parent is a covered military person on covered active duty. Also, an employee may take up to 26 weeks of leave to care for a covered service member with a serious injury or illness if the eligible employee is the service member’s spouse, son, daughter, parent, or next of kin.</p> <p>Employees are eligible for FMLA if they have worked for the employer for at least 12 months and for at least 1,250 hours in the 12 months preceding the first day of leave.</p> <p>Once an employer becomes aware that an employee needs leave for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.</p> <p>Posting requirements apply.</p>	50+ employees employed within 75 miles of the employer’s worksite	DOL	<a href="https://www.dol.gov/whd/fmla/">https://www.dol.gov/whd/fmla/</a>	29 USC, Ch. 28, beginning at §2601; 29 CFR 825.300

## Summary of Federal and Massachusetts Employment Related Laws by Employer Size

Law	Summary	Employers Subject to Law	Government Agency	Website	Statute
<i>Massachusetts Law</i>					
Massachusetts Small Necessities Leave Act	<p>This law requires employers subject to FMLA to provide eligible employees with up to 24 hours of additional unpaid leave to attend family obligations such as to participate in a child's school activities, accompany a child to a medical or dental appointment, or accompany an elderly relative to routine medical or dental appointment or appointments for other professional services. Employees are eligible for leave if they have been employed with the employer for at least 12 months and have worked at least 1,250 hours for the employer during the previous 12-month period.</p> <p>Posting requirements apply.</p>	50+ employees	Office of Attorney General	<a href="http://www.mass.gov/ago">www.mass.gov/ago</a>	MGL Ch. 149, §52D
<b>In addition to the above laws, the following apply to employers with 100+ employees</b>					
EEO-1 Report	Unless exempt, private employers with 100+ employees (and certain federal contractors with 50+ employees) must file an EEO-1 Report annually with the EEOC by September 30. The report provides information on the composition of an employer's workforce broken down by race/gender and by occupation.	100+ employees (50+ for certain federal contractors)	EEOC	<a href="https://www.eeoc.gov/employers/eo1survey/">https://www.eeoc.gov/employers/eo1survey/</a>	Legal basis for the report is Title VII of the Civil Rights Act
Worker Adjustment and Retraining Notification Act (WARN)	<p>WARN protects employees, their families and communities by requiring most employers with 100 or more employees to provide 60 days' advance notice of covered plant closings and mass layoffs. This notice must be provided to affected workers or their representatives (e.g., a labor union); to the State dislocated worker unit; and to the appropriate unit of local government. WARN does not apply to regular federal, state, and local government entities providing public services.</p> <p>The notice requirement applies in the case of a plant closing if 50 or more employees will lose their jobs at an employment site within any 30-day period.</p>	100+ employees	DOL	<a href="https://doleta.gov/programs/factsht/warn.htm">https://doleta.gov/programs/factsht/warn.htm</a>	Public Law 114-38

## Summary of Federal and Massachusetts Employment Related Laws by Employer Size

Law	Summary	Employers Subject to Law	Government Agency	Website	Statute
	<p>The notice requirement applies in the case of a mass layoff not involving a plant closing if 500 or more employees will lose their jobs at an employment site within any 30-day period, or if 50 to 499 employees will lose their jobs and they make up at least 33 percent of the employer's active workforce.</p> <p>Under WARN, job losses within any 90-day period of a plant closing or mass layoff count together for purposes of determining if the notice requirement is triggered. Therefore, even if groups of employees who lose their jobs are each smaller than the threshold, the notice requirement is triggered if the total number of employees in all groups who lose their jobs within the 90-day period reach the threshold level.</p> <p>When counting the number of employees for purposes of determining if an employer is subject to WARN, and if so, whether the notice requirement applies, employees who worked less than six months in the last 12 months and those who worked less than 20 hours per week on average are not counted.</p>				
<b>In addition to any of the above applicable laws, the following apply to federal contractors and subcontractors</b>					
Davis-Bacon Act and Related Acts	<p>Under the Davis-Bacon Act and related acts, contractors and subcontractors with covered contracts must pay their laborers and mechanics at least the prevailing wages and fringe benefits for work on similar projects in the area. The DOL provides the prevailing wage rates.</p> <p>For prime contracts greater than \$100,000, contractors and subcontractors must also pay laborers and mechanics overtime at a rate that is at least one and one-half times their regular pay rate for all hours worked over 40 in a workweek.</p> <p>Posting requirements apply.</p>	<p>Federal government or D.C. construction contractors with contracts greater than \$2,000</p> <p>OT rule applies to contracts greater than \$100,000</p>	DOL, Wage & Hour Division	<a href="https://www.dol.gov/whd/govcontracts/dbra.htm">https://www.dol.gov/whd/govcontracts/dbra.htm</a>	40 USC, §3141



## Summary of Federal and Massachusetts Employment Related Laws by Employer Size

Law	Summary	Employers Subject to Law	Government Agency	Website	Statute
Executive Order 11246	<p>Under Executive Order 11246, covered employers are prohibited from discriminating in employment decisions on the basis of race, color, religion, sex, sexual orientation, gender identity or national origin. In addition, covered organizations must take affirmative action to ensure equal opportunity is provided. The Order also bars covered employers from taking adverse actions against applicants and employees for asking about, discussing, or sharing information about their pay or the pay of fellow employees.</p> <p>Posting requirements apply.</p>	Federal contractors and subcontractors with contracts greater than \$10,000	DOL, Office of Federal Contract Compliance Programs (OFCCP)	<a href="https://www.dol.gov/ofccp/regs/compliance/ca_11246.htm">https://www.dol.gov/ofccp/regs/compliance/ca_11246.htm</a>	Executive Order 11246
Executive Order 13496	<p>Under Executive Order 13496, covered employers must notify employees about their rights under the National Labor Relations Act (NLRA) to organize and bargain collectively with their employers and to engage in other protected concerted activity.</p> <p>Posting requirements apply.</p>	Federal contractors and subcontractors with any size contract	DOL, Office of Labor Management Standards	<a href="https://www.dol.gov/olms/regs/compliance/EO13496.htm">https://www.dol.gov/olms/regs/compliance/EO13496.htm</a>	Executive Order 13496
Executive Order 13706 (Paid sick leave for workers on federal contracts)	<p>President Obama signed Executive Order 13706 to establish paid sick leave for covered federal contractors. Under the Order, covered employers must provide employees with up to seven days of paid sick leave annually. The leave may be used for an employee's own illness or to care for a family member.</p> <p>The Order applies only to contracts that are new on or after 1/1/2017. The order applies to new contracts that are: (1) for construction covered by the Davis Bacon Act; (2) for services covered by the Service Contract Act; (3) a contract for concessions; or (4) in connection with federal property or lands and related to offering services for federal employees and their dependents, or the general public.</p>	Refer to summary in block to the left	DOL, Wage & Hour Division	<a href="https://www.dol.gov/whd/flsa/eo13706/faq.htm">https://www.dol.gov/whd/flsa/eo13706/faq.htm</a>	Executive Order 13706
Rehabilitation Act of 1973 (RA)	RA prohibits discrimination based on disability in programs run by federal agencies, programs that receive federal financial assistance, in federal employment, and in employment practices	Federal contractors and subcontractors with contracts of \$10,000 or greater	DOL, Office of Federal Contract Compliance	<a href="https://www.dol.gov/oasam/regs/statutes/sec504.htm">https://www.dol.gov/oasam/regs/statutes/sec504.htm</a>	29 USC § 701

## Summary of Federal and Massachusetts Employment Related Laws by Employer Size

Law	Summary	Employers Subject to Law	Government Agency	Website	Statute
	of federal contractors. Employers must take affirmative action to hire and promote qualified individuals with disabilities.  Posting requirements apply.		Programs (OFCCP)		
McNamara-O'Hara Service Contract Act (MOSCA)	The MOSCA requires covered contractors and subcontractors to pay service employees in various classes no less than the prevailing wage rates and fringe benefits found in the area or rates in a predecessor contractor's collective bargaining agreement. DOL issues wage determinations on a contract by contract basis.	Federal government or D.C. contractors with service contract of \$2,500 or greater	DOL, Wage & Hour Division	<a href="https://www.dol.gov/whd/govcontracts/sca.htm">https://www.dol.gov/whd/govcontracts/sca.htm</a>	Public Law 92-473; 41 USC §251-358
Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA)	VEVRAA bars covered federal contractors and subcontractors from discriminating in employment against protected veterans, and requires these employers to take affirmative action to recruit, hire, promote, and retain these veterans.  Posting requirements apply.	Federal contractors and subcontractors with contracts of \$25,000 or greater	DOL, Office of Federal Contract Compliance Programs (OFCCP)	<a href="https://www.dol.gov/ofccp/regs/compliance/vevraa.htm">https://www.dol.gov/ofccp/regs/compliance/vevraa.htm</a>	38 USC § 4212; 41 CFR, Part 60-300
Walsh Healy Public Contracts Act (WHPCA)	WHPCA establishes minimum wage, maximum hours, and safety and health standards for work on covered contracts for the manufacturing or furnishing of materials, supplies, articles, or equipment to the U.S. government or D.C.  Posting requirements apply.	Federal government or D.C. contractors with contracts over \$10,000	DOL, Wage & Hour Division	<a href="https://www.dol.gov/whd/govcontracts/pca.htm">https://www.dol.gov/whd/govcontracts/pca.htm</a>	41 USC Chapter 65
Affirmative Action Programs (AAP)	An employer must have a formal written Affirmative Action Program if it is a federal contractor meeting the size requirements indicated in the next column to the right: <ul style="list-style-type: none"> <li>Executive Order 11246 (EO 11246)</li> <li>Rehabilitation Act of 1973 (RA)</li> <li>Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA)</li> </ul>	<b>Formal AAP required when:</b>  <b>EO 11246:</b> 50+ employees and at least one contract of \$50,000  <b>RA:</b> Contracts over \$10,000	DOL	<a href="https://www.dol.gov/general/topic/hiring/affirmativeact#doltopics">https://www.dol.gov/general/topic/hiring/affirmativeact#doltopics</a>	Legal basis is EO 11246, RA, and VEVRAA

## Summary of Federal and Massachusetts Employment Related Laws by Employer Size

Law	Summary	Employers Subject to Law	Government Agency	Website	Statute
		VEVRAA: 50+ employees and a contract of \$100,000 or more			

**Important Note:** The intent of this Summary is to provide Massachusetts companies a single resource that summarizes the major federal and state employment related laws by company size to which they may be subject. While this Summary is intended to be comprehensive, it does not cover every employment related law. Finally, this Summary is not intended to provide legal advice or to be a substitute for legal advice.