

DO THE EMPLOYEE RIGHTS BILLS APPLY TO YOUR BUSINESS?

Private employers with a minimum number of employees are subject to the following statutory requirements:

LAW:	MINIMUM NUMBER OF EMPLOYEES
FEDERAL WARN ACT	100 Employees
AFFIRMATIVE ACTION	50 employees
FAMILY AND MEDICAL LEAVE ACT (FMLA)	50 employees within a 75 miles radius
ARIZONA VICTIM'S LEAVE LAW	50 employees
AGE DISCRIMINATION IN EMPLOYMENT ACT	20 employees
COBRA	20 employees
AMERICANS WITH DISABILITIES ACT (ADA)	15 employees
CIVIL RIGHTS ACT OF 1964 (TITLE VII)	15 employees
PREGNANCY DISCRIMINATION ACT	15 employees
OSHA	11 employees
INTERNAL REVENUE CODE	1 employee
CONSUMER CREDIT PROTECTION ACT (CCPA) TITLE III	1 employee
THE IMMIGRATION REFORM AND CONTROL ACT (IRCA)	1 employee
ARIZONA CONSTRUCTIVE DISCHARGE NOTICE	1 employee
UNIFORMED SERVICES EMPLOYMENT AND RE-EMPLOYMENT RIGHTS ACT (USERRA)	1 employee
WORKER'S COMPENSATION	1 employee
SEXUAL HARASSMENT (AZ)	1 employee
ELECTRONIC COMMUNICATIONS PRIVACY ACT	1 employee
EMPLOYEE POLYGRAPH PROTECTION ACT (EPPA)	1 employee
FEDERAL EQUAL PAY ACT	1 employee
HIPPA	1 employee
NATIONAL LABOR RELATIONS ACT	1 employee
ARIZONA CHILD SUPPORT WAGE ASSIGNMENT	1 employee
FAIR LABOR STANDARDS ACT (FLSA)	The FLSA covers individual employees whose work affects interstate commerce, or it can apply to all employees working for an employer that is covered as an enterprise that is involved in interstate commerce.

McNAMARA-O'HARA SERVICE CONTRACT ACT (SCA)	Applies to every government contract over \$2,500, when the principal purpose of the contract is to furnish <i>services</i> in the United States through the use of <i>service employees</i> . A service employee is any person engaged in the performance of a contract other than a person employed in a bona fide executive, administrative, or professional capacity.
THE SARBANES-OXLEY ACT OF 2002	("Whistleblowers Act") Protection for employees of publicly traded companies who provide evidence of fraud
As you can see, whether you have one employee or hundreds of employees, it is important to understand the various statutory requirements that affect your business and how you classify the workers your business utilizes.	

NOTE: Businesses which use **TEMPS** or **LEASED EMPLOYEES** could, at times, also be viewed as "employers," along with the temporary or leasing agency, and both could be subject to the requirements of the employee rights statutes. It all points to the elements of control.