

## 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)	✓
			Massachusetts Personnel Records Law	
		Temporary Worker Right to Know	✓	
		Domestic Worker Rights	✓	
2 but less than 20		Massachusetts Mini COBRA Law		
6 or more		Massachusetts Fair Employment Laws	✓	
		Massachusetts Parental Leave	✓	

## \*An HR at Work Job Aid



### Employment Related Laws & Posting Requirements by Company Size

Number of Employees	Federal Laws		Massachusetts Laws	
	Law	Posting Required	Law	Poster Required
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](http://www.psandeassociates.com), go to our Resources page, and select Other Resources**