A SUMMARY OF SELECTED EMPLOYMENT LAWS

If you are a manager or supervisor you will want to become familiar with the following federal employment laws.

- **Age Discrimination in Employment Act (ADEA)** protects persons who are 40 years of age and older from discrimination, on the basis of age, in hiring, compensation, promotion and other terms and benefits of employment.

- **Americans With Disabilities Act (ADA)** prohibits discrimination against a qualified individual with a disability (in all aspects of employment, i.e. hiring, compensation, promotion, etc.) and requires reasonable accommodations be provided for disabled applicants and employees.

- **Equal Pay Act (EPA)** prohibits gender-based wage discrimination between men and women who perform the same jobs, requiring equal skills, under similar working conditions.

- **Fair Labor Standards Act (FLSA)** requires that non-exempt employees be compensated for every hour that they work in excess of 40 hours in a work week. Employees who work overtime must be compensated at the rate of one and one-half times their established rate of pay or receive one and one half hours of compensatory leave for every hour worked in excess of 40 hours.

- **Family and Medical Leave Act (FMLA)** requires an employer to grant up to 12 weeks of leave (including intermittent) to an eligible employee for the birth or adoption of a child, for the employee's serious illness or for the employee to care for a covered family member with a serious illness, i.e. spouse, parent or child.

- **Immigration Reform and Control Act (IRCA)** permits only citizens, nationals of the U.S. and authorized aliens to legally work in the United States. An employer must verify the identity and employment eligibility of all persons it hires.

- **Pregnancy Discrimination Act (PDA)** prohibits discrimination because of pregnancy, childbirth, or related medical conditions.
• **Title VII Civil Rights Act and Executive Order 11246** prohibits discrimination based on race, color, religion, sex and national origin. It is important to note that sexual harassment is also sex discrimination.

Additional information about the above and other employment-related laws can be obtained at [www.dol.gov](http://www.dol.gov)