***Study Aid: Major U.S. Employment Laws Study Guide***

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| 1911-  1920 | Worker’s Compensation (1911-1920) | “Administers four major disability compensation programs which provides to federal workers (or their dependents) and other specific groups who are injured at work or acquire an occupational disease – providing the injured:   * Wage replacement benefits * Medical treatment * Vocational rehabilitation * Other benefits” (DOL.gov). |
| 1926 | Railway Labor Act | “The purposes of the RLA are to avoid any interruption of interstate commerce by providing for the prompt disposition of disputes between carriers and their employees and protects the right of employees to organize and bargain collectively” (Federal Railroad Administration). |
| 1935 | National Labor Relations Act (Wagner Act) | “Protects workplace democracy by providing employees at private-sector workplaces the fundamental right to seek better working conditions and designation of representation without fear of retaliation” (NLRB.gov). |
| 1935 | Social Security Act | “An act to provide for the general welfare by establishing a system of Federal old-age benefits, and by enabling the several States to make more adequate provision for aged persons, blind persons, dependent and crippled children, maternal and child welfare, public health, and the administration of their unemployment compensation laws; to establish a Social Security Board; to raise revenue; and for other purposes” (SSA.gov). |
| 1938 | Fair Labor Standards Act | “The Fair Labor Standards Act (FLSA) establishes minimum wage, overtime pay, recordkeeping, and youth employment standards affecting employees in the private sector and in Federal, State, and local governments” (DOL.gov). |
| 1947 | Labor-Management Relations Act (Taft-Hartley Act) (1947) | “The Taft-Hartley Act made major changes to the Wagner Act. Although Section 7 was retained intact in the revised law, new language was added to provide that employees had the right to refrain from participating in union or mutual aid activities except that they could be required to become members in a union as a condition of employment” (NLRB.gov). |
| 1963 | Equal Pay Act | “The Equal Pay Act (EPA) protects both men and women.  All forms of compensation are covered, including salary, overtime pay, bonuses, life insurance, vacation and holiday pay, cleaning or gasoline allowances, hotel accommodations, reimbursement for travel expenses, and benefits”n (DOL.gov). |
| 1964 | Title VII of the Civil Rights Act | *“Prohibits employment discrimination based on race, color, religion, sex and national origin” (EEOC.gov).* |
| 1965 | Executive Order 11246 | “Requires affirmative action and prohibits federal contractors from discriminating on the basis of race, color, religion, sex, sexual orientation, gender identity, or national origin. Contractors also are prohibited from discriminating against applicants or employees because they inquire about, discuss, or disclose their compensation or that of others, subject to certain limitations” (DOL.gov). |
| 1967 | Age Discrimination in Employment Act | “Protects certain applicants and employees 40 years of age and older from discrimination on the basis of age in hiring, promotion, discharge, compensation, or terms, conditions or privileges of employment” (DOL.gov). |
| 1970 | Occupational Safety and Health Act | “To assure safe and healthful working conditions for working men and women; by authorizing enforcement of the standards developed under the Act; by assisting and encouraging the States in their efforts to assure safe and healthful working conditions; by providing for research, information, education, and training in the field of occupational safety and health; and for other purposes” (OSHA.gov).. |
| 1973 | Rehabilitation Act | “Prohibits employment discrimination against individuals with disabilities in the federal sector” (EEOC.gov). |
| 1974 | Employee Retirement Income Security Act | “A federal law that sets minimum standards for most voluntarily established retirement and health plans in private industry to provide protection for individuals in these plans” (DOL.gov). |
| 1978 | Pregnancy Discrimination Act | “Prohibit sex discrimination on the basis of pregnancy” (eeoc.gov). |
| 1983 | Migrant and Seasonal Agricultural Worker Protection Act (MSPA) | “Protects migrant and seasonal agricultural workers by establishing employment standards related to wages, housing, transportation, disclosures and recordkeeping” (DOL.gov). |
| 1985 | Consolidated Omnibus Budget Reconciliation Act (COBRA) | “Gives workers and their families who lose their health benefits the right to choose to continue group health benefits provided by their group health plan for limited periods of time under certain circumstances such as voluntary or involuntary job loss, reduction in the hours worked, transition between jobs, death, divorce, and other life events” (DOL.gov). |
| 1986 | Immigration Reform and Control Act (IRCA) | “Prohibits the employment of individuals who are not legally authorized to work in the United States or in an employment classification that they are not authorized to fill” (SHRM.org). |
| 1988 | Employee Polygraph Protection Act | “Prohibits most private employers from using lie detector tests, either for pre-employment screening or during the course of employment” (DOL.gov). |
| 1988 | Worker Adjustment and Retraining Notification Act (WARN) | “Helps ensure advance notice in cases of qualified plant closings and mass layoffs. The U.S. Department of Labor has compliance assistance materials to help workers and employers understand their rights and responsibilities under the provisions of WARN” (DOL.gov). |
| 1990 | Americans with Disabilities Act (ADA) | “Prohibits discrimination against people with disabilities in several areas, including employment, transportation, public accommodations, communications and access to state and local government’ programs and services” (DOL.gov). |
| 1990 | Older Worker Benefit Protection Act (OWBP) | “a federal law that requires employers to offer older workers (those who are at least 40 years old) benefits that are equal to or, in some cases, cost the employer as much as, the benefits it offers to younger workers” (Cornell Law School). |
| 1991 | Civil Rights Act of 1991 | Amends “the Civil Rights Act of 1964 to strengthen and improve Federal civil rights laws, to provide for damages in cases of intentional employment discrimination, to clarify provisions regarding disparate impact actions, and for other purposes”(eeoc.gov). |
| 1993 | Family and Medical Leave Act (FMLA) | “Entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave (dol.gov). |
| 1994 | Uniformed Services Employment and Reemployment Rights Act (USERRA) | “A federal law that protects military service members and veterans from employment discrimination on the basis of their service, and allows them to regain their civilian jobs following a period of uniformed service” (osc.gov). |
| 1996 | Health Insurance Portability and Accountability Act (HIPPA) | “A federal law that required the creation of national standards to protect sensitive patient health information from being disclosed without the patient’s consent or knowledge” (cdc.gov). |
| 2006 | Pension Protection Act | “Designed to improve pension plan funding requirements of employers, as well as 401(k), IRA, and other retirement plans. The PPA also included numerous provisions that affect charitable giving” (cof.org). |
| 2008 | ADA Amendments Act (ADAAA) | “The Act emphasizes that the definition of disability should be construed in favor of broad coverage of individuals to the maximum extent permitted by the terms of the ADA and generally shall not require extensive analysis” (EEOC.gov). |
| 2008 | Genetic Information Nondiscrimination Act (GINA) | “Protects individuals against discrimination based on their genetic information in health coverage and in employment” (HHS.gov). |
| 2009 | Lilly Ledbetter Fair Pay Act | “Amends the Civil Rights Act of 1964 to declare that an unlawful employment practice occurs when: (1) a discriminatory compensation decision or other practice is adopted; (2) an individual becomes subject to the decision or practice; or (3) an individual is affected by application of the decision or practice, including each time wages, benefits, or other compensation is paid” (Congress.gov).. |
| 2010 | Patient Protection and Affordable Care Act | “The Patient Protection and Affordable Care Act, referred to as the Affordable Care Act or “ACA” for short, is the comprehensive health care reform law enacted in March 2010.  The law has 3 primary goals:  Make affordable health insurance available to more people. The law provides consumers with subsidies (“premium tax credits”) that lower costs for households with incomes between 100% and 400% of the [federal poverty level](https://www.healthcare.gov/glossary/federal-poverty-level-FPL) (FPL).  [Expand the Medicaid program](https://www.healthcare.gov/medicaid-chip/medicaid-expansion-and-you/) to cover all adults with income below 138% of the FPL. Not all states have expanded their Medicaid programs.  Support innovative medical care delivery methods designed to lower the costs of health care generally” (HHS.gov). |
| 2022 | Families First Coronavirus Response Act (FFCRA) | “Requires certain employers to provide their employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19” (DOL). |