

## Information Paper

### “Private Employers – Minimum Employee Coverage”

While there are a variety of federal, state and local laws governing the workplace, the laws often identify a minimum number of employees for coverage. The following list of statutes identifies the minimum number of employees needed before compliance is required, as well as the agency poster, if required, for the workplace.

<b><u>Statute</u></b>	<b><u>Minimum Ees</u></b>	<b><u>Poster</u></b>
Equal Pay Act (EPA)	no minimum	yes, <i>Equal Employment Opportunity</i>
Fair Labor Standards Act (FLSA)	no minimum	yes, <i>Fair Labor Standards Act</i>
Employee Polygraph Protection Act (EPPA)	no minimum	yes, <i>Polygraph Protection Notice</i>
Occupational Safety and Health Act (OSHA)	no minimum	yes, <i>Job Safety and Health</i>
National Labor Relations Act (NLRA)	no minimum	poster not mandatory
Uniform Services Employment and Re-employment Rights Act (USERRA)	no minimum	yes, <i>Your rights under USERRA</i>
Fair Credit Reporting Act (FCRA)	no minimum	n/a
Immigration Reform and Control Act (ICRA)	no minimum	n/a
Florida Minimum Wage Law	no minimum	yes, <i>FL minimum wage poster</i>
Florida Child Labor laws	no minimum	yes, <i>FL Child Labor (if minors working)</i>
Florida Unemployment law	no minimum	yes, <i>Reemployment Assistance poster</i>
Florida Drug Free Workplace law	no minimum	not mandatory, <i>written policy</i>
Health Insurance Portability and Accountability Act (HIPAA)	no minimum (if benefits offered)	n/a
FL Private Whistleblower Act	10 employees	n/a



Americans with Disabilities	15 employees	yes, <i>Equal Employment Opportunity</i>
Title VII of the Civil Rights Act	15 employees	yes, <i>Equal Employment Opportunity</i>
Pregnancy Discrimination Act	15 employees	n/a
Genetic Information Non-discrim Act of 2008 (GINA)	15 employees	n/a
Florida Civil Rights Act of 1992	15 employees	yes, <i>FL Law prohibits discrimination</i>
FL Health Insurance Coverage Continuation Act (mini-COBRA)	under 20 ees	n/a
Age Discrimination in Employment Act (ADEA)	20 employees	yes, <i>Equal Employment Opportunity</i>
COBRA (federal)	20 employees	no poster, <i>notice given</i>
Family and Medical Leave Act (FMLA)	50 employees	yes, <i>Your rights under FMLA</i>
FL Domestic Violence Leave Law	50 employees	n/a, <i>handbook policy</i>
Patient Protection and Affordability Care Act of 2010 (PPACA)	50 employees	n/a
Worker Adjustment and Retraining Notification Act (WARN)	100 employees	n/a
EEO-1 Reporting (EEOC based)	100 employees	n/a

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