

# SPECIAL REPORT

## **40 STATUTES WHICH REGULATE THE EMPLOYMENT RELATIONSHIP Would Your Company Be In Compliance If You Were Audited Or Sued?**

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Employment causes of action are on the rise given the plethora of federal and state statutes that have expanded employee rights and employer responsibilities. The following are some of the employment statutes that apply to companies depending on the number of employees in the organization.

Employers should take steps to develop an employment compliance plan to assure that the appropriate laws are being followed. This will also assist in the event of an audit of your business by the Michigan Department of Civil Rights, the EEOC or the Department of Labor.

Marsh and McLennan attorneys routinely develop corporate compliance plans and documents on employment matters for our clients. If we can be of assistance to you, please contact us at 734-525-0927.

- The Americans with Disabilities Act
- The Family Medical Leave Act
- The Consolidated Omnibus Budget Reconciliation Act (COBRA)
- The Michigan Eavesdropping Statute
- The Michigan Elliott-Larsen Civil Rights Act
- The Michigan Bullard-Plawecki Employee Right to Know Act
- Title VI of the Civil Rights Act
- Title VII of the Civil Rights Act
- The Age Discrimination in Employment Act
- The Michigan Persons with Disabilities Civil Rights Act
- The Fair Credit Reporting Act
- The Fair Labor Standards Act

- The Older Workers Benefit Protection Act
- The Pregnancy Discrimination Act
- The Employee Polygraph Protection Act
- The Michigan Payment of Wages and Fringe Benefits Act
- The Michigan Driver Privacy Protection Act
- The Vietnam Era Veterans Readjustment Assistance Act of 1974
- The Rehabilitation Act of 1973
- The Federal Equal Pay in Employment Act
- The Michigan Crime Victims Right Act
- The Michigan Workers' Disability Compensation Act
- The Michigan Occupational Safety and Health Act (MIOSHA)
- The Michigan Whistleblowers Protection Act
- The Michigan Right to Know Law
- The Michigan Youth Employment Standards Act of 1978
- The Michigan Employment Security Act
- The Michigan Sales Representative Act
- The Federal Worker Adjustment and Retraining Notification Act (WARN)
- The Employee Retirement Income Security Act (ERISA)
- The Federal Arbitration Act
- The Michigan Carrying Concealed Weapon Act of 2001
- The Michigan Repeat Offender Law
- The Michigan Disclosure of Employee Information Act
- The Michigan Ownership Liability Statute
- The Michigan Personal Responsibility and Work-Opportunity Act of 1996
- The Immigration Reform Act of 1987
- The Michigan Covenant Not to Compete Statute
- The Minimum Wage Law of 1964
- The Internal Revenue Code

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