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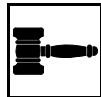
## INTRODUCTION

Employers must comply with a multitude of laws and regulations in today's business world. This chapter provides a brief synopsis of most legal obligations (laws and regulations) applicable to employers, a list of required workplace posters and guidance for retention of records.

Some laws apply to *all* employers; others apply only to employers with a certain number of employees. The legal obligations, required posters and record keeping requirements are set out according to the number of employees.

## LEGAL OBLIGATIONS

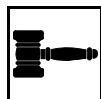
### ***MOST* EMPLOYERS MUST COMPLY WITH THE FOLLOWING STATE AND FEDERAL LAWS:**



**Fair Labor Standards Act (FLSA)**—regulates federal minimum wages, overtime pay and child labor. The **Compensation** chapter explains how to comply with the Act, including how to determine whether to apply the FLSA or the minimum wage and hour provisions of the **Ohio Minimum Wage Law**. It also addresses how to manage minimum wages, overtime, breaks, jury duty and FLSA exemption determination.



**Ohio Minimum Wage Law**—provides minimum wage and overtime requirements for employers *not* subject to the **Fair Labor Standards Act (FLSA)** and prohibits discrimination concerning wage payments and wage claims. More information is provided in the **Compensation** chapter.



**Ohio Handicapped Minimum Wage Law**—allows certain disabled workers to work for less than the applicable minimum wage. More information is provided in the **Compensation** chapter.



**Equal Pay Act (EPA)**—requires equal pay for equal work, regardless of gender. The Act is explained and compliance information is provided in the **Equal Opportunity** and **Compensation** chapters.



**Federal Unemployment Tax Act (FUTA)** and **Ohio Unemployment Compensation Act**—provides partial wage replacement to unemployed workers. The **Compensation** chapter provides details of both Acts, including exemption determination and how to calculate unemployment insurance tax rates.



**Social Security Act**—requires employers and employees to pay Social Security taxes. The **Benefits** chapter describes the various obligations and how to comply. The **Payroll** chapter describes how to pay Social Security taxes.



**Occupational Safety and Health Act (OSHA)**—requires workplaces to be free of recognized hazards. The **Safety and Health** chapter explains this very complex and comprehensive Act and methods of compliance.



**Ohio Safety Code**—requires employers to provide safe employment as well as safe workplaces. More information is provided in the **Safety and Health** chapter.



**Immigration Reform and Control Act (IRCA)**—requires employers to retain a completed Form I-9 on all employees. The Act also prohibits discrimination based on national origin or citizen status. More information is provided in the **Equal Opportunity** and **Staffing** chapters.



**Uniformed Services Employment and Reemployment Rights Act (USERRA)**—prohibits discrimination against veterans/employees and requires reemployment rights after military service. More information is provided in the **Equal Opportunity** and **Staffing** chapters.



**Employee Polygraph Protection Act (EPPA)**—forbids most private employers from polygraph (lie-detector) testing either for pre-employment screening or during the course of employment.



**Fair Credit Reporting Act (FCRA)**—contains requirements for employers who reject applicants based on their credit reports. More information is provided in the **Staffing** chapter.



**Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA)**—requires employers to report new employees to the state within 20 days of hire. More information is provided in the **Staffing** chapter.



**Employee Retirement Income Security Act (ERISA)**—regulates pension, retirement and welfare benefit plans. More information is provided in the **Benefits** chapter.



**Patient Protection and Affordable Care Act and Health Care and Education Reconciliation Act of 2010** (known collectively as the **Affordable Care Act [ACA]**)—healthcare reform legislation enacted in March 2010 that begins an extended period of major changes to the current healthcare system. More information is provided in the **Benefits** chapter.



**Health Insurance Portability and Accountability Act (HIPAA)**—provides for continuation of health insurance coverage, limits denial of coverage for pre-existing conditions, and creates privacy rules to protect individuals' personal health information. More information is provided in the **Benefits** chapter.



**Breastfeeding Rights and Policies**—establishes break time and accommodation rights for nursing mothers. More information is provided in the **Safety and Health** chapter.



**Ohio Data Breach Notification Law**—requires all businesses that maintain computerized data of personal information to notify the owners of that information of any security breaches within 45 days. More information is provided in the **Staffing** chapter.



**Ohio Payday Law**—regulates payment of wages. More information is provided in the **Compensation** chapter.



**Ohio Minor Labor Law**—regulates employment of minors under 18 years of age. More information is provided in the **Compensation** chapter.



**Ohio Workers' Compensation Law**—regulates Workers' Compensation. More information is provided in the **Benefits** and **Compensation** chapters.



**Ohio Whistleblower Act**—extends protections to employees who report a violation of a state or federal statute, ordinance, or regulation. The Act prohibits an employer from retaliating against an employee for disclosing such information. More information is provided in the **Staffing** chapter.