



# Did You Know?

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## Employers of all sizes...

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**must pay overtime** to workers who work over 40 hours in a workweek, unless an exemption applies.

*Fair Labor Standards Act (FLSA)*

**must** provide employees with a **summary plan description** that gives information about the company's health benefit plan.

*Employee Benefits Income Security Act (ERISA)*

**must** allow employees to engage in "**concerted activities**" unless an exception applies.

*National Labor Relations Act*

**must** provide a **safe workplace**, which may require compliance with industry specific regulations.

*Occupational Safety and Health Act*

**must not discriminate in compensation** between men and women.

*Equal Pay Act*

**may** have certain **obligations to members in the uniformed service** after the conclusion of his or her service.

*The Uniformed Services Employment and Reemployment Act*

**For more information,  
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# How many employees does your company have?

As your company grows, so do your responsibilities to your employees. Failure to comply with federal laws and regulations can result in fines, penalties, and lawsuits. It pays to be familiar with the employment laws that can apply to a growing company. Here is an overview of some of the laws that apply.

## Over 15 employees...

- Your company may have new obligations to employees with **disabilities**.  
*Americans with Disabilities Act*
- Your company may have new obligations to employees based on their **race, color, religion, national origin, and/or gender**.  
*Title VII of the Civil Rights Act of 1964*

## Over 20 employees...

*all of the above, plus*

- Your company may have new obligations to **employees over the age of 40**.  
*Age Discrimination in Employment Act*
- Your company may have new obligations to employees who **leave their job or are terminated**.  
*Consolidated Omnibus Benefits Reconciliations Act (COBRA)*

## Over 50 employees...

*all of the above, plus*

- Your company may have new obligations to provide **health care coverage for employees**.  
*Affordable Care Act*
- Your company may have new obligations to provide leave for **family related reasons** (e.g. child birth, family illness, military service of close relative)  
*Family Medical Leave Act (FMLA)*

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