



Lawyers since 1897

Ryan, Swanson & Cleveland, PLLC  
 1201 Third Avenue, Suite 3400  
 Seattle, WA 98101-3034

[www.ryanswansonlaw.com](http://www.ryanswansonlaw.com)

## Laws that Apply to the Employment Relationship

Employee Threshold	Law	Citation	Federal, State, or Local
1 or more			
	Civil Rights Acts of 1866	42 U.S.C. § 1981	Federal
	Consumer Credit Protection Act - Wage Garnishments	15 U.S.C. § 1601	Federal
	Economic Espionage Act	18 U.S.C. § 1831	Federal
	Employee Polygraph Protection Act	29 U.S.C. § 2001	Federal
	Employee Retirement Income Security Act (ERISA)	29 U.S.C. § 1001	Federal
	Fair Credit Reporting Act	15 U.S.C. § 1681	Federal
	Fair Labor Standards Act* - Wages, Hours, and Child Labor	29 U.S.C. § 201	Federal
	Federal Insurance Contribution Act (FICA)	26 U.S.C. § 3101	Federal
	Federal Unemployment Tax Act	26 U.S.C. § 3301	Federal
	Health Insurance Portability Accountability Act (HIPAA)	29 U.S.C. § 1181	Federal
	Immigration and Nationality Act - Authorized Workers	8 U.S.C. § 1101	Federal
	Industrial Insurance Act	RCW ch. 51	
	King Fair Employment Practices	King County Ordinance 12.18	Local
	Labor-Management Reporting and Disclosure Act - Union Members	29 U.S.C. § 401	Federal
	Migrant and Seasonal Agricultural Worker Protection Act	29 C.F.R. § 500	Federal
	National Labor Relations Act (NLRA or Wagner Act)	29 U.S.C. § 151	Federal
	Occupational Safety and Health Act - Safety and Whistleblower Regulations (OSHA)	29 U.S.C. § 651	Federal
	Social Security Act	42 U.S.C. § 1305	Federal
	Uniformed Services Employment and Reemployment Rights Act (USERRA)	38 U.S.C. § 4301	Federal
	Washington Age Discrimination	RCW 49.44.090	State
	Washington employment of minors statutes	RCW ch. 26.28	State
	Washington Employment Security Act	RCW ch. 50	State
	Washington Health Services Act	RCW ch. 43.72	State
	Washington Hours of Work	RCW ch. 49.28	State
	Washington Industrial Safety and Health Act (WISHA)	RCW ch. 49.17	State
	Washington Invention Rights	RCW 49.44.140	State
	Washington Minimum Wage Act	RCW ch. 49.46	State
	Washington New Hire Registry	RCW 26.23.040	State
	Washington State's Family Care Act	RCW 49.12.265	State
	Washington Veterans and Veterans' Affairs Employment and Reemployment	RCW ch. 73.16	



Lawyers since 1897

Ryan, Swanson & Cleveland, PLLC  
 1201 Third Avenue, Suite 3400  
 Seattle, WA 98101-3034

[www.ryanswansonlaw.com](http://www.ryanswansonlaw.com)

Employee Threshold	Law	Citation	Federal, State, or Local
<b>4 or more</b>			
	Immigration Reform and Control Act	8 U.S.C. § 1324	Federal
<b>8 or more</b>			
	Washington Law Against Discrimination	RCW ch. 49.60	State
<b>15 or more</b>			
	Americas with Disabilities Act (ADA)	42 U.S.C. § 12101	Federal
	Civil Rights Act of 1964	42 U.S.C. § 2000e	Federal
	Pregnancy Discrimination Act	42 U.S.C. § 2000e(k)	Federal
<b>20 or more</b>			
	Age Discrimination of Employment Act	29 U.S.C. § 621	Federal
	Consolidated Omnibus Budget Reconciliation Act of 1983 (COBRA)	42 U.S.C. § 300bb-1	Federal
<b>25 or more</b>			
	Group and Blanket Disability Insurance	RCW ch. 48.21	State
<b>50 or more</b>			
	Family and Medical Leave Act	29 U.S.C. § 2601	Federal
	Health Maintenance Organization (HMO) Requirements	RCW 48.46.180	State
	Washington Family Leave Act	RCW 49.78.010	State
<b>100 or more</b>			
	Employee Information Reports (EEO-1)	29 C.F.R. § 1602.7	Federal
	Washington State Commute Trip Reduction Law	RCW 70.94.521	State
	Worker Adjustment and Retraining Notification (WARN)	29 U.S.C. § 2101	Federal
	* Employers with < \$500,000 sales volume per year are exempt		

**Note: This list is not exhaustive. It is only intended to provide a general overview of applicable employment laws. For example, it does not include any laws pertaining to government contractors.**