

Regulations defined

HIPPA	Health Information Portability Accountability Act	Protect members of society from the potential catastrophic impact that could be incurred in the event an individual's private medical records fall into the wrong hands such as a potential employer, a potential insurer, etc.
FMLA	Family & Medical Leave Act	"Eligible" employees has right to take up to 12 workweeks of unpaid, job-protected leave, during any 12 months, for the birth and care of a newborn, adoption or foster care, or a serious health condition of the employee or family member.
ADA	Americans with Disabilities Act	Protects individuals with disabilities. Guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, State and local government services, and telecommunications.
DFWA	Drug Free Workplace Act	Help employers deter, detect and take corrective action related to substance use that affects workplace safety. Participants must develop a substance policy that describes their drug-free program.
EPPA	Employee Polygraph Protection Act	Prevents employers from using lie detector tests, either for pre-employment screening or during the course of employment, with certain exemptions. Employers are required to display the EPPA poster in the workplace.
WARN	Worker Adjustment & Retraining Notification Act	Protects workers, their families, and communities by requiring most employers with 100 or more employees to provide notification 60 calendar days in advance of plant closings and mass layoffs.
TERFA	Tax Equity & Fiscal Reform Act	Modified aspects of the ERTA, which caused concern over potential large budget deficits. TERFA increased the tax received but not the tax rates by removing some of the tax breaks businesses received in the ERTA.
COBRA	Consolidated Omnibus Budget Reconciliation Act	Gives workers and their families who lose their health benefits the right to choose to continue group health benefits provided by their group health plan for limited periods of time.
TRA	Tax Reform Act	"Leveled the playing field" by curbing tax shelters, lowering corporate tax rates, and eliminating special treatment for capital gains.
FDA	Food & Drug Administration	The FDA enforces public laws on food, drug and cosmetics
JSIA	Jury System Improvement Act	Employer has the right to limit the amount of jury leave days that an employee can take off in one year. An employee cannot be fired or discriminated against should they be called to jury service.
MCHA	Maternal and Child Health Care Act	Authorizes programs and provides a foundation and structure for assuring the health of American mothers and children
VEVRA	Vietnam Era Veterans' Readjustment Assistance Act	Employers with Federal contracts or subcontracts of \$25,000 or more provide equal opportunity and affirmative action for Vietnam era veterans, special disabled veterans, and veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.
ERISA	Employee Retirement Income Security Act	Requires plans to regularly provide participants with information about the plan features and funding; sets minimum standards for participation, vesting, benefit accrual and funding; requires accountability of plan fiduciaries; and gives participants the right to sue for benefits and breaches of fiduciary duty.
OSHA	Occupational Safety & Health Administration	To assure the safety and health of America's workers by setting and enforcing standards; providing training, outreach, and education; establishing partnerships; and encouraging continual improvement in workplace safety and health.
ADEA	Age Discrimination in Employment Act	Protects individuals who are 40 years of age or older from employment discrimination based on age-- including, but not limited to, hiring, firing, promotion, layoff, compensation, benefits, job assignments, and training.
LMRDA	Labor Management Reporting & Disclosure Act	Grants certain rights to union members and protects their interests by promoting democratic procedures within labor organizations.
FUTA	Federal Unemployment Tax Act	Internal Revenue Service collects a federal employer tax used to fund state workforce agencies-covering the UI and Job Service programs in all states.
LMRA	Labor Management Reporting Act	Reporting and disclosing certain financial transactions and administrative practices of labor organizations and employers, to prevent abuses in the administration of trusteeships by labor organizations, to provide standards with respect to the election of officers of labor organizations, and for other purposes. Protect employees' rights to organize, choose their own representatives, bargain collectively, and otherwise engage in concerted activities for their mutual aid or protection.
NLRA	National Labor Relations Act	Guarantee employees "the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in concerted activities for the purpose of collective bargaining or other mutual aid and protection."
FLSA	Fair Labor Standards Act	Establishes minimum wage, overtime pay, recordkeeping, and child labor standards affecting full-time and part-time workers in the private sector and in Federal, State, and local governments.
FICA	Federal Insurance Contributions Act	Social Security payroll taxes that contribute to the social insurance system.
RLA	Railroad Labor Act	1926 and 1934 and subsequent iterations defining unions vis a vis railroads as well as discrimination.
IRC	Internal revenue Code	The Congress shall have power to lay and collect taxes on incomes, from whatever source derived.