Employment Law Coverage Thresholds for Human Resource Professionals and Business Owners

INDIANA STATE THRESHOLDS

Companies with the minimum number of employees listed below must comply and follow the applicable state laws.

- **Unemployment** = 1 employee
- **Worker’s Compensation** = 1 employee
- **State minimum wage** = 2 employees
- **Indiana Civil Rights** (Ind. Code 22-9 et seq.) = 6 employees (Age and disability discrimination)

FEDERAL THRESHOLDS

Companies with the minimum number of employees listed below must comply and follow the applicable federal laws.

- **Social Security** = 1 employee
- **OHSA** = 1 employee
- **Federal Minimum Wage** = 1 employee
- **Civil Rights (Title VII)** = 15 employees
- **Americans with Disabilities Act (ADA)** = 15 employees
- **Age Discrimination** = 20 employees
- **COBRA (Health Insurance Extension)** = 20 employees
- **Family Leave (under Family Medical Leave Act)** = 50 employees

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