This chart is from the May 1994 Fact Finding Report of the Dunlop Commission.

EXHIBIT IV-1

Description of Major Statutes and Executive Order Comprising the Framework of Federal Workplace Regulation*

STATUTE	DESCRIPTION	PRINCIPAL ENFORCEMENT AGENCY
	LABOR STANDARDS	
FLSA	Establishes minimum wage, overtime pay and child labor standards.[a]	Labor-WHD
Davis-Bacon Act	Provides for payment of prevailing local wages and fringe benefits to laborers and mechanics employed by contractors and subcontractors on federal contracts for construction, alteration, repair, painting or decorating of public buildings or public works.	Labor-WHD
Service Contract Act	Provides for minimum compensation and safety and health standards for employees of contractors and subcontractors providing services under federal contracts.	Labor-WHD
Walsh-Healy Act	Provides for labor standards, including wage and hour, for employees working on federal contracts for the manufacturing or furnishing of materials, supplies articles, or equipment.	Labor-WHD
CWHSSA	Establishes standards for hours, overtime compensation, and safety for employees working on federal and federally financed contracts and subcontracts.	Labor-WHD
MSPA	Protects migrant and seasonal agricultural employers, agricultural associations, and providers of migrant housing.	Labor-WHD
	BENEFITS	
ERISA	Establishes uniform standards for employees pension and welfare benfit plans, including minimum participation, accrual and vesting requirements, fiduciary responsibilities, reporting and disclosure benefits.	Labor-PWBA[b] PBGC, IRS
COBRA	Provides for continued health care coverage under group health plans for qualified separated workers for up to 18 months.	Labor-PWBA
Unemployment Compensation	Authorizes funding for state unemployment compensation administrations and provides the general framework for the operation of state unemployment insurance programs.	Labor-ETA
FMLA	Entitles employees to take up to 12 weeks of unpaid, job-protected leave each for specified family and medical reasons such as the birth or adoption of a child or an illness in the family.	Labor-WHD
	CIVIL RIGHTS	
Title VII	Prohibits employment or membership discrimination by employers, employment agencies, and unions on the basis of race, color, religion, sex, or national origin; prohibits discrimination in employment against women affected by pregnancy, childbirth or related medical condition.	EEOC

EXHIBIT IV-1 (Continued)

Description of Major Statutes and Executive Order Comprising the Framework of Federal Workplace Regulation*

STATUTE	DESCRIPTION	PRINCIPAL ENFORCEMENT AGENCY
Equal Pay Act	Prohibits discrimination on the basis of sex in the payment of wages.	EEOC
EO 11246	Prohibits discrimination against an employee or applicant for employment on the basis of race, color, religion, sex, or national origin by federal contractors and subcontractors, and requires federal contractors and subcontractors to take affirmative action to ensure that employees and applicants for employment are treated without regard to race, color, religion, sex or national origin.	Labor-OFCCP
ADEA	Prohibits employment discrimination on the basis of age against persons 40 years and older.	EEOC
ADA	Prohibits employment discrimination against individuals with disabilities: requires employer to make "reasonable accommodations" for disabilities unless doing so would cause undue hardship to the employer.	EEOC
Rehabilitation Act (Section 503)	Prohibits discrimination in employment by federal contractors and subcontractors on the basis of disability and requires them to take affirmative action to employ, and advance in employment, individuals with disabilities.	Labor-OFCCP
Anti-retaliatory Protections - STAA	Prohibits the discharge or other discriminatory action against filing a complaint relating to a violation of a commercial motor vehicle safety rule or regulation or for refusing to operate a vehicle that is in violation of a federal rule, or because of a fear of serious injury due to an unsafe condition.	Labor-OSHA[h]
Occupational Health and Safety		
OSHA	Requires employers to furnish each employee with work and a workplace free from recognized hazards that can cause death or serious physical harm.	OSHA
MSHA	Sets health and safety standards and requirements to protect miners.	MSHA[i]
Drug Free Workplace Act	Requires recipients of federal grants and contracts to take certain steps to maintain a drug free workplace.	OFCCP
Labor Relations		
NLRA	Protects certain rights of workers including the right to organize and bargain collectively through representation of their own choice.	NLRB[j]
LMRDA	Requires the reporting and disclosure of certain financial and administrative practices of labor organizations and employers; establishes certain rights for members of labor organizations and im-	NLRB

EXHIBIT IV-1 (Continued)

Description of Major Statutes and Executive Order Comprising the Framework of Federal Workplace Regulation*

STATUTE	DESCRIPTION	PRINCIPAL ENFORCEMENT AGENCY
	poses other requirements on labor organizations.	
Railway Labor Act	Sets out the rights and responsibilities of management and workers in the rail and airline industries where one employer may provide services in numerous locations simultaneously; provides for negotiation and mediation procedures to settle labor-management disputes.	NMB[k]
	Employment	
Polygraph Protection Act	Prohibits the use of lie detectors for pre-employment screening or during the course of employment.	Labor-WHD
Veterans Reemployment Act	Provides reemployment rights for persons returning from active duty, reserve training, or National Guard duty.	Labor-ETA
IRCA	Prohibits the hiring of illegal aliens and imposes certain duties on employers; protects employment rights of legal aliens; authorizes but limits the use of imported temporary agricultural workers.	Labor-WHD
WARN	Requires employers to provide 60 days advance written notice of a layoff to individual affected employees, local governments, and other parties.	Labor-WHD

[a] Wage and Hour Division
[b] Pension Welfare Benefit Administration
[c] Pension Benefit Guarantee Corporation
[d] Internal Revenue Service
[e] Employment and Training Administration
[f] Equal Employment Opportunity Commission
[g] Office of Federal Contract Compliance Programs
[h] Occupational Safety and Health Administration
[i] Mine Safety and Health Administration
[j] National Labor Relations Board
[k] National Mediation Board
*Many statutes are complex and contain a multitude of requirements, rights, and remedies. The information presented has been simplified for illustrative purposes.