

Burden of Employer Regulation

Regulation Acronyms

ADA	Americans with Disabilities Act
ADEA	Age Discrimination in Employment Act
CAA	Clean Air Act
CCPA	Consumer Credit Protection Act
CERCLA	Comprehensive Environmental Response, Compensation & Liability Act
COBRA	Consolidated Omnibus Budget Reconciliation Act
CRA	Civil Rights Act of 1964
DFWA	Drug Free Work Place Act
DTB	Discriminatory Treatment in Bankruptcy
EPPA	Employee Polygraph Protection Act
ERISA	Employee Retirement Income Security Act
FDA	Food and Drug Administration
FICA	Federal Insurance Contributions Act
FLSA	Fair Labor Standards Act
FMLA	Family and Medical Leave Act
FUTA	Federal Unemployment Tax Act
HIPAA	Health Insurance Portability and Accountability Act
IRC	Internal Revenue Code
IRCA	Immigration Reform and Control Act
JSIA	Jury System Improvement Act
LMRA	Labor Management Reporting Act
LMRDA	Labor Management Reporting and Disclosure Act
MSHA	Mine Safety and Health Act
NLRA	Amended the National Labor Relations Act of 1935
OSHA	Occupational Safety and Health Administration
RLA	Railway Labor Act
SDWA	Safe Drinking Water Act
SWDA	Solid Waste Disposal Act
TEFRA	Tax Equity & Fiscal Reform Act
TRA	Tax Reform Act
TSCA	Toxic Substances and Control Act
USERRA	Uniformed Services Employment & Reemployment Rights Act 1994
VEVRAA	Vietnam Era Veterans' Readjustment Assistance Act
WARN	Worker Adjustment and Retraining Notification Act
WPCA	Water Pollution Control Act

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3 out of 5 businesses will be sued this year by an employee or former employee over an employment practice.

- 45% of all claims - Employers of 15-100
- 23.9 % of all claims - Employers of 500 or more
- 18.0% of all claims - Employers 101-499
- 13.1% of all claims - Employers of less than 15
- Employment practices suits account for 20% of all Federal Court Filings
- 56% of all Employment Practice filings go to trial resulting in a verdict for the plaintiff employee
- The average jury award is \$250,000 with 15% exceeding 1 million
- 33% of wrongful termination verdicts have punitive damages equal to or exceeding compensatory damages

Source - 1999 Tillinghast Survey

