

# Burden of Employer Regulation

## Regulation Acronyms

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



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# Burden of Employer Regulation

**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

