

This chart is for reference only and does not constitute legal advice.
[Consult an attorney](#) as soon as possible to evaluate any claims you may have and identify which deadlines apply.

Common employment law claims and applicable deadlines

<i>FEDERAL</i>		
Claim	Statute Citation	Filing Deadline
Title VII of the Civil Rights Act of 1964	42 U.S. Code §2000e <i>et seq.</i>	300 days (Federal employees: 45 days)
Civil Rights Act of 1866: Equal Rights Under the Law	42 USC §1981	Three (3) years (Four (4) years for certain claims)
Age Discrimination in Employment Act (ADEA) Title I	29 USC §621 <i>et seq.</i>	300 days (Federal employees: 45 days)
Americans With Disabilities Act (ADA) Title I	42 USC §§12111 - 12117	300 days (Federal employees: 45 days)
Rehabilitation Act of 1973 (§501)	29 USC §§791, 794a	Three (3) years
Equal Pay Act	29 USC §§206, 216	Two (2) years (Three (3) years for certain claims)
Family and Medical Leave Act (FMLA)	29 USC §2601 <i>et seq.</i>	Two (2) years (Three (3) years for certain claims)
National Labor Relations Act §7	29 USC §157-158	Six (6) months
Fair Labor Standards Act (FLSA)	29 USC §§201 <i>et seq.</i>	Two (2) years (Three (3) years for certain claims)
Genetic Information Nondiscrimination Act of 2008 (GINA)	122 Stat. 881	300 days
Uniformed Services Employment and Reemployment Rights Act (USERRA)	38 USC §4301	None
Occupational Health & Safety Act of 1970 (OSHA)	29 USC §651 <i>et seq.</i>	30 days
Sarbanes-Oxley Act of 2002 (SOX), as amended by the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010	18 U.S.C. §1514A	180 days
Other Federal Whistleblower laws	See “Your Rights as a Whistleblower” OSHA Fact Sheet	

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Common employment law claims and applicable deadlines

<i>MASSACHUSETTS STATE</i>		
Claim	Statute Citation	Filing Deadline
Fair Employment Practices Act (anti-discrimination)	Mass. Gen. Laws c. 151B	300 days
Equal Pay Act (MEPA)	M.G.L. c. 149, §105A	One (1) year (will be changed to three (3) years as of July 1, 2018)
Equal Rights Act	M.G.L. c. 93, §§102, 103	Three (3) years
Freedom from Sexual Harassment Act	M.G.L. c. 214, §1C	Three (3) years
Whistleblower Statute (public employees)	M.G.L. c.149, §185	Two (2) years
Whistleblower Statute for Health Care Providers	M.G.L. c. 149, §187	Two (2) years
Parental Leave Act	M.G.L. c. 149, §105D	300 days
Pregnant Workers' Fairness Act (effective April 1, 2018)	To be in M.G.L. c. 151B, §4(1E)	300 days
Privacy Act	M.G.L. c. 214, §1B	Three (3) years
Minimum Wage/Overtime Act	M.G.L. c. 151, §1 <i>et seq.</i>	Two (2) years
Payment of Wages Statute	M.G.L. c. 149, §§148-150	Three (3) years
Labor Relations Statute (public employees)	M.G.L. c. 150E	Six (6) months

IMPORTANT INFORMATION FOR UNION MEMBERS

If you are a union member, applicable deadlines for filing grievances are often very short, so you should consult your collective bargaining agreement and take any required action immediately to preserve your rights.