

Employment Laws

| Law/Requirement | All Employers | 2 or more | 4 or more | 5 or more | 15 or more | 20 or more | 25 or more | 50 or more | 75 or more |
|---|---------------|-----------|-----------|-----------|------------|------------|------------|------------|------------|
| Affirmative Action | | | | | | | | | |
| Alcohol/Drug Rehabilitation | | | | | | | X | X | X |
| Americans with Disability Act (ADA) | | | | X | X | | | | |
| Cal-COBRA (Health Ins continuation) | | X | X | X | X | | | | |
| Child Labor | X | | | | | | | | |
| COBRA (Health Ins continuation) | | | | | X | | | X | X |
| Disability Insurance | X | | | | | | | | |
| Discrimination and Foreign Workers | | | X | X | X | | | | |
| Discrimination Laws (State) | | | X | X | X | | | | |
| Discrimination Laws (Federal) | | | | X | X | | | | |
| Domestic Violence | | | | | | | X | X | X |
| Employee Safety | X | | | | | | | | |
| Equal Employment Opportunity Reporting | | | | | | | | | X |
| Family and Medical Leave (FMLA & CFRA) | | | | | | | | X | X |
| Illiteracy | | | | | | | | | |
| Immigration Reform and Control Act (IRCA) | X | | | | | | | | |
| Independent Contractors | X | | | | | | | | |
| New Employee Reporting | X | | | | | | | | |
| Posters and Notices | X | | | | | | | | |
| Pregnancy Disability Laws | | | | X | X | | | X | X |
| Privacy | X | | | | | | | | |
| School Activities | | | | | | | X | X | X |
| Sexual Harassment | X | | | | | | | | |
| Smoking in the Workplace | X | | | | | | | | |
| Time Off | X | | | | | | | | |
| Unemployment Insurance | X | | | | | | | | |
| Volunteer Firefighters | | | | | | | | X | X |
| Wages and Hours | X | | | | | | | | |
| WARN Act (Plant closings) | | | | | | | | | X |
| Workers' Compensation | X | | | | | | | | |

Use this chart to determine if an employment law applies to a company based on the number of its employees.