



This is a quick reference as to which employment laws apply to you based on the number of employees you have.

CA Law/Requirement for All Employers

- Child Labor
- Crime Victim's Leave
- State Disability Insurance
- Domestic Violence, Sexual Assault and Stalking Victims' Leave: Legal Proceedings/Reasonable Accommodation
- Employee Safety
- Fair Employment and Housing Act (FEHA)
- Fair Pay Act (CA)
- Immigration Reform and Control Act (IRCA)
- Independent Contractors
- Injury and Illness Prevention Program (IIPP)
- Jury Duty Time Off
- Lactation Accommodation
- Military Service/USERRA Leave
- New Employee Reporting
- State Paid Family Leave
- Paid Sick Leave
- Pay and Scheduling, Workweek designation
- Posters and Notices
- Prior Salary Ban
- Privacy
- School Appearances Leave
- Smoking in the Workplace, e-cigs and vapes
- Unemployment Insurance
- Volunteer Civil Service Leave
- Workers' Compensation

All Law/Requirements Listed Above and the Following for Employers with 2 or More

- Cal-COBRA (health insurance continuation) - Cal-COBRA covers employees with 2-19 employees who offer health insurance benefits to employees. Cal-COBRA covers employers with 20 or more employees when the employee loses COBRA coverage if the COBRA coverage was for less than 36 months.

All Law/Requirements Listed Above and the Following for Employers with 4 or More

- Discrimination and Foreign Workers

All Law/Requirements Listed Above and the Following for Employers with 5 or More

- California Family Rights Act
- Ban the Box
- Discrimination Laws (State)
- Mandatory Harassment Prevention Training
- Pregnancy Disability Leave Laws
- Mandatory Child Abuse Reporting/Training - If company employs minors

All Law/Requirements Listed Above and the Following for Employers with 15 or More

- Americans with Disabilities Act (ADA)
- Discrimination Laws (Federal)
- Organ and Bone Marrow Donor's Leave

All Law/Requirements Listed Above and the Following for Employers with 16 or More

- Civil Air Patrol Leave

All Law/Requirements Listed Above and the Following for Employers with 20 or More

- COBRA (health insurance continuation)

All Law/Requirements Listed Above and the Following for Employers with 25 or More

- Alcohol/Drug Rehabilitation
- Domestic Violence, Sexual Assault and Stalking Victims' Leave: Medical Treatments
- Illiteracy Accommodation
- Military Spouse Leave
- School Activities Leave - A covered employer must employ 25+ employees working at the same location.

All Law/Requirements Listed Above and the Following for Employers with 50 or More

- Affirmative Action
- Family and Medical Leave (FMLA)
- Volunteer Civil Service Training Leave

All Law/Requirements Listed Above and the Following for Employers with 75 or More

- WARN Act (plant closing)

All Law/Requirements Listed Above and the Following for Employers with 100 or More or 50 or more for a Federal Gov't contractor

- Equal Employment Opportunity (EEO) Reporting - EEO reporting also applies to employers covered by Title VII who have fewer than 100 employees if the organization is owned or affiliated with another organization or there is centralized ownership, control or management (such as central control of personnel policies and labor relations) so that the group legally constitutes a single enterprise, and the entire enterprise employs a total of 100 or more employees.
- CA Pay Data Reporting - Employers with 100 or more employees