

Laws That Apply to Your Organization

This table is designed to help you quickly identify which employment laws affect you. Use the following chart to determine which labor laws apply to you based on the number of employees you have.

| Law/ Requirement | All Employers | 2 or more | 4 or more | 5 or more | 15 or more | 16 or more | 20 or more | 25 or more | 50 or more | 75 or more | 100 or more |
|--|---------------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|-------------|
| Affirmative Action | | | | | | | | | ✓ | ✓ | ✓ |
| Alcohol/Drug Rehabilitation | | | | | | | | ✓ | ✓ | ✓ | ✓ |
| Americans with Disabilities Act (ADA) | | | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Cal-COBRA (health insurance continuation)* | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Child Labor | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Civil Air Patrol Leave | | | | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| COBRA (health insurance continuation) | | | | | | | ✓ | ✓ | ✓ | ✓ | ✓ |
| Crime Victim's Leave | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Disability Insurance | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Discrimination and Foreign Workers | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Discrimination Laws (State) | | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Discrimination Laws (Federal) | | | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

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| Domestic Violence Leave: Legal Proceedings/Reasonable Accommodation | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Domestic Violence Leave: Medical Treatments | | | | | | | | ✓ | ✓ | ✓ | ✓ |
| Employee Safety | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Equal Employment Opportunity (EEO) Reporting** | | | | | | | | | | | ✓ |
| Family and Medical Leave (FMLA & CFRA) | | | | | | | | | ✓ | ✓ | ✓ |
| Fair Employment and Housing Act (FEHA) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Illiteracy Accommodation | | | | | | | | ✓ | ✓ | ✓ | ✓ |
| Immigration Reform and Control Act (IRCA) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Independent Contractors | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Jury Duty Time Off | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Mandatory Supervisor Sexual Harassment Training | | | | | | | | | ✓ | ✓ | ✓ |
| Military Service/ USERRA Leave | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

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| Military Spouse Leave | | | | | | | | ✓ | ✓ | ✓ | ✓ |
| New Employee Reporting | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Organ and Bone Marrow Donor's Leave | | | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Paid Family Leave | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Posters and Notices | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Pregnancy Disability Leave Laws | | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Privacy | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| School Activities Leave*** | | | | | | | | ✓ | ✓ | ✓ | ✓ |
| School Appearances Leave | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Smoking in the Workplace | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Unemployment Insurance | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Volunteer Civil Service Leave | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Volunteer Civil Service Training Leave | | | | | | | | | ✓ | ✓ | ✓ |
| WARN Act (plant closings) | | | | | | | | | | ✓ | ✓ |

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| Workers' Compensation | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

*Cal-COBRA covers employers 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.

**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.

***A covered employer must employ 25 or more employees working at the same location.