

# Which Laws Apply To You



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	100 or more
Affirmative Action								X	X	X
Alcohol/Drug Rehabilitation							X	X	X	X
Americans with Disabilities Act (ADA)					X	X	X	X	X	X
Cal-COBRA (health insurance continuation)		X	X	X	X	X	X	X	X	X
Child Labor	X	X	X	X	X	X	X	X	X	X
COBRA (health insurance continuation)		X	X	X	X	X	X	X	X	X
Disability Insurance	X	X	X	X	X	X	X	X	X	X
Discrimination and Foreign Workers			X	X	X	X	X	X	X	X
Discrimination Laws (State)				X	X	X	X	X	X	X
Discrimination Laws (Federal)					X	X	X	X	X	X
Domestic Violence							X	X	X	X
Employee Safety	X	X	X	X	X	X	X	X	X	X
Equal Employment Opportunity Reporting										X
Family and Medical Leave (FMLA & CFRA)								X	X	X
Illiteracy							X	X	X	X
Immigration Reform and Control Act (IRCA)	X	X	X	X	X	X	X	X	X	X
Independent Contractors	X	X	X	X	X	X	X	X	X	X
Mandatory 2-Hour Supervisor Sexual Harassment Training								X	X	X
Military Service/USERRA	X	X	X	X	X	X	X	X	X	X
New Employee Reporting	X	X	X	X	X	X	X	X	X	X
Paid Family Leave	X	X	X	X	X	X	X	X	X	X
Posters and Notices	X	X	X	X	X	X	X	X	X	X
Pregnancy Disability Laws				X	X	X	X	X	X	X
Privacy	X	X	X	X	X	X	X	X	X	X
School Activities							X	X	X	X
Sexual Harassment	X	X	X	X	X	X	X	X	X	X
Smoking in the Workplace	X	X	X	X	X	X	X	X	X	X
Time Off	X	X	X	X	X	X	X	X	X	X
Unemployment Insurance	X	X	X	X	X	X	X	X	X	X
Volunteer Firefighters								X	X	X
Wage and Hours	X	X	X	X	X	X	X	X	X	X
Warn Act (plant closings)									X	X
Workers' Compensation	X	X	X	X	X	X	X	X	X	X