

Which Laws Apply to You

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	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	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
COBRA (health insurance continuation)						✓	✓	✓	✓	✓
Disability Insurance	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Discrimination and Foreign Workers			✓	✓	✓	✓	✓	✓	✓	✓
Discrimination Laws (State)				✓	✓	✓	✓	✓	✓	✓
Discrimination Laws (Federal)					✓	✓	✓	✓	✓	✓
Domestic Violence							✓	✓	✓	✓
Employee Safety	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

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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
Equal Employment Opportunity Reporting									✓	✓
Family and Medical Leave (FMLA & CFRA)								✓	✓	✓
Illiteracy							✓	✓	✓	✓
Immigration Reform and Control Act (IRCA)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Independent Contractors	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mandatory 2-Hour Supervisor Sexual Harassment Training								✓	✓	✓
Military Service/ USERRA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
New Employee Reporting	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Paid Family Leave	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Posters and Notices	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Pregnancy Disability Laws				✓	✓	✓	✓	✓	✓	✓
Privacy	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
School Activities							✓	✓	✓	✓
Sexual Harassment	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

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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
Smoking in the Workplace	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Time Off	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Unemployment Insurance	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Volunteer Firefighters								✓	✓	✓
Wages and Hours	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
WARN Act (plant closings)									✓	✓
Workers' Compensation	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓