

Legal Compliance Requirements by Employer Size

Federal & State Statutes	Number of Employees									
	1	2	5	15	20	25	50	75	100	
Federal/State Wage and Hour Laws - Posters - New Employee Reports	◆	◆	◆	◆	◆	◆	◆	◆	◆	
Paid Family Leave (For employers with State Disability Insurance)	◆	◆	◆	◆	◆	◆	◆	◆	◆	
State Harassment Laws	◆	◆	◆	◆	◆	◆	◆	◆	◆	
Workers' Compensation	◆	◆	◆	◆	◆	◆	◆	◆	◆	
Unemployment Compensation	◆	◆	◆	◆	◆	◆	◆	◆	◆	
“Kin Care” Sick Leave Law	◆	◆	◆	◆	◆	◆	◆	◆	◆	
No Smoking In Workplace	◆	◆	◆	◆	◆	◆	◆	◆	◆	
Transportation Testing Act (<i>OTETA</i>)	◆	◆	◆	◆	◆	◆	◆	◆	◆	
Independent Contractor Laws	◆	◆	◆	◆	◆	◆	◆	◆	◆	
Child Labor Laws	◆	◆	◆	◆	◆	◆	◆	◆	◆	
Labor-Management Relations Laws	◆	◆	◆	◆	◆	◆	◆	◆	◆	
Privacy Laws	◆	◆	◆	◆	◆	◆	◆	◆	◆	
Occupational Health and Safety Laws & Ergonomics Rules (Cal/OSHA)	◆	◆	◆	◆	◆	◆	◆	◆	◆	
Federal Immigration Laws (IRCA)*	◆	◆	◆	◆	◆	◆	◆	◆	◆	
State Disability Insurance (<i>SDI</i>)	◆	◆	◆	◆	◆	◆	◆	◆	◆	
Cal/COBRA (<i>health insurance continuation</i>)		◆	◆	◆	◆	◆	◆	◆	◆	
California Anti-Discrimination Laws			◆	◆	◆	◆	◆	◆	◆	
California Pregnancy Disability Leave (<i>PDL</i>)			◆	◆	◆	◆	◆	◆	◆	
Federal Anti-Discrimination Laws (<i>Title VII, ADEA & ADA</i>)				◆	◆	◆	◆	◆	◆	
California Organ (<i>30 days</i>) & Bone Marrow Donor Leave (<i>5 days</i>)				◆	◆	◆	◆	◆	◆	
COBRA (<i>health insurance continuation</i>)					◆	◆	◆	◆	◆	
Illiteracy Accomodation						◆	◆	◆	◆	
Federal and State Drug Free Workplace Act						◆	◆	◆	◆	
Drug Rehabilitation Leave						◆	◆	◆	◆	
Domestic Violence Leave						◆	◆	◆	◆	
Health Maintenance Organization Act (HMO Act of 1973)						◆	◆	◆	◆	
Family School Partnership Act						◆	◆	◆	◆	
Sexual Harassment Prevention Training for Supervisors (SHPT)							◆	◆	◆	
Federal and State Family Leave Acts (FMLA & CFLA)							◆	◆	◆	
Volunteer Firefighter Training							◆	◆	◆	
Affirmative Action Programs (<i>government contractors & subs</i>)							◆	◆	◆	
Equal Employment Opportunity Reporting (<i>EEO1</i>)								◆	◆	
State WARN Act (<i>notify employees in large layoff situations</i>)								◆	◆	
Federal WARN Act (<i>notify employees in large layoff situations</i>)									◆	

* (*Anti-Discrimination of Foreign Workers at 4 employees*) LAWSIZE.WPO April 3, 2013