

2021

Applicable Employment Laws by Number of Employees

Law / Requirement	Number of Employees
Child Labor	1
Crime Victim's Leave	1
Disability Insurance	1
Domestic Violence Leave, Sexual Assault & Stalking Victim's Leave: Medical Treatment	1
Employee Safety	1
Fair Employment and Housing Act (FEHA)	1
Immigration Reform and Control Act (IRCA)	1
Independent Contractors	1
Injury and Illness Prevention Program (IIPP)	1
Jury Duty Time Off	1
Military Leave (USERRA)	1
New Employee Reporting	1
Paid Family Leave	1
Paid Sick Leave	1
Posters and Notices	1
Prior Salary History Ban	1
Privacy	1
School Appearances Leave	1
Smoking in the Workplace	1
Unemployment Insurance	1
Volunteer Civil Service Leave	1
Workers' Compensation	1
Discrimination and Foreign Workers	4
Mandatory Sexual Harassment Training (supervisory and non-supervisory employees)	5
Ban the Box	5
Discrimination Laws (State-CA)	5
Pregnancy Disability Laws	5
Family and Medical Leave FMLA/CFRA	5
Americans with Disabilities Act	15
Discrimination Laws (Federal)	15
Organ and Bone Marrow Donor's Leave	15
Civil Air Patrol	16
COBRA / Cal-COBRA (health insurance continuation)	20
Alcohol / Drug Rehabilitation	25
Domestic Violence, Sexual Assault and Stalking Victims' Leave: Medical Treatment	25
Illiteracy Accommodation	25
Military Spouse Leave	25
School and Child Care Activities	25
Affirmative Action Program	50
Family and Medical Leave (FMLA & CFRA)	50
Volunteer Civil Service Training Leave	50
Volunteer Firefighters Training	50
WARN Act (plant closings)	75
Equal Employment Opportunity (EEO) Reporting	100

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