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 and Drug Rehabilitation |  |  |  |  |  |  |  | ✓ | ✓ | ✓ | ✓ |
| Americans with Disabilities Act (ADA) |  |  |  |  | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Ban the Box |  |  |  | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Bereavement Leave |  |  |  | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Cal-COBRA (Health InsuranceContinuation)1 |  | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| California Family Rights Act (CFRA) |  |  |  | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| CalSavers2 | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Child Labor | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Civil Air Patrol Leave |  |  |  |  |  | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| COBRA (Health Insurance Continuation) |  |  |  |  |  |  | ✓ | ✓ | ✓ | ✓ | ✓ |
| COVID-19 Workplace Exposure Notice Requirements | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Crime or Abuse Victims' Leave: Legal Proceedings/Reasonable Accommodation | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Crime or Abuse Victims' Leave: Medical Treatment |  |  |  |  |  |  |  | ✓ | ✓ | ✓ | ✓ |

1Cal-COBRA covers employees 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.

2CalSavers applies to all employers that don’t offer a qualified retirement plan. A qualified retirement plan is one of the following: 401(a), 401(k), 403(a), SEP, SIMPLE, or payroll deduction IRAs with automatic enrollment.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Criminal Judicial Proceedings and Victims’ Rights Leave | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Disability Insurance | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Discrimination and Immigrant Workers |  |  | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Discrimination Laws (Federal) |  |  |  |  | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Discrimination Laws (State) |  |  |  | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Employee Safety | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Equal Employment Opportunity (EEO) Reporting3 |  |  |  |  |  |  |  |  |  |  | ✓ |
| Fair Employment and Housing Act (FEHA) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Fair Pay Act (California) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Federal Family and Medical Leave (FMLA) |  |  |  |  |  |  |  |  | ✓ | ✓ | ✓ |
| Harassment Prevention Training |  |  |  | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Illiteracy Accommodation |  |  |  |  |  |  |  | ✓ | ✓ | ✓ | ✓ |
| Immigration Reform and Control Act (IRCA) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Independent Contractors | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Industrial Welfare Commission (IWC) Wage Orders | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

3EEO 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.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Injury and Illness Prevention Program (IIPP) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Jury Duty Time Off | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Lactation Accommodation | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Military Service/USERRA Leave | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Military Spouse Leave |  |  |  |  |  |  |  | ✓ | ✓ | ✓ | ✓ |
| Minimum Wage (State/Local) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| New Employee Reporting | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Organ and Bone Marrow Donor's Leave |  |  |  |  | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Paid Family Leave | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Paid Sick Leave | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Pay Data Reporting (California) |  |  |  |  |  |  |  |  |  |  | ✓ |
| Posters and Notices | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Pregnancy Disability Leave Laws |  |  |  | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Prior Salary History Ban | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Privacy | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| School and Child Care Activities Leave4 |  |  |  |  |  |  |  | ✓ | ✓ | ✓ | ✓ |
| School Appearances Leave | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

4A covered employer must employ 25 or more employees working at the same location.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Smoking in the Workplace | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Unemployment Insurance (UI) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Volunteer Civil Service Leave | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Volunteer Civil Service Training Leave |  |  |  |  |  |  |  |  | ✓ | ✓ | ✓ |
| WARN Act (plant closings) |  |  |  |  |  |  |  |  |  | ✓ | ✓ |
| Workers' Compensation | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |