

# Legal Compliance Requirements by Employer Size

## Federal & State Statutes

### ONE OR MORE EMPLOYEES

Age Discrimination (State)  
Child Labor Laws (State & Federal)  
DOT Commercial Driver Drug Testing Act (OTETA)  
Dress Code Requirements (State)  
Drug Free Workplace (State Contractors)  
Employee Retirement Income Security Act (ERISA)  
Equal Pay Act (State & Federal)  
Ergonomics Rules (State)  
Fair Credit Reporting Act - Reference Checking (Federal/State)  
Hazardous Substances Information & Training Act (State)  
Health Insurance Portability Accountability Act (HIPAA-Federal)  
Health Insurance Premium Payments (HIPP) (State)  
Immigration Reform & Control Act (Federal I-9 Form Requirement)  
Injury/Illness Prevention Plans - SB198 - (The IIPP - State)  
Immigration Laws (except anti-discrimination)  
Insurance Conversion Privileges (State)  
Jury/Witness Duty Leave (State)  
Military Duty Leave (State & Federal)  
New Hire & Independent Contractor Registry Laws (State)  
No Smoking In Workplace (State)  
Occupational Health and Safety Laws – SB198 – (Cal/OSHA)  
Paid Family Leave (State)  
Polygraph Protection Act (State & Federal)  
Privacy Laws (State)  
School Visits for Suspended Child (State)  
Sick Leave Usage - “Kin Care” - Family Member Care (State)  
Harassment Prohibitions (State)  
State Disability Insurance (SDI)  
State HIPC Notification Laws (Cal/COBRA)  
Summary Plan Description & Annual Reports (ERISA)  
Time off to Vote (State)  
Unemployment Insurance Compensation (State)  
Veterans “Reemployment Law” (Federal)  
Victims of Domestic Violence (Restraining Orders - Court Appearances)  
Wage & Hour Laws (Federal and State) – Wage Orders (State)  
Wage Liens & Garnishments - Child Support (Federal/State)  
Whistleblower Protection Act (State)  
Workers' Compensation (State)

### TWO TO NINETEEN EMPLOYEES

Agriculture Labor Relations Act (State)  
Cal-COBRA (State)  
National Labor Relations Act (Federal)

### FOUR OR MORE EMPLOYEES

National Origin Discrimination (Federal)

### FIVE OR MORE EMPLOYEES

Anti-Discrimination Laws (FEHA-State)  
California Pregnancy Disability Leave (PDL)  
Immigration Laws (Federal)  
New Hire Reporting (Federal)

### FIFTEEN OR MORE EMPLOYEES

Americans with Disabilities Act (ADA)  
Drug Free Workplace Act (Federal and State)  
Federal Anti-Discrimination Laws (Title VII - ADEA)

### TWENTY OR MORE EMPLOYEES

COBRA - Health Insurance Continuation Rules (Fed)

### TWENTY FIVE OR MORE EMPLOYEES

Drug/Alcohol Rehabilitation Leave (State)  
Victims of Domestic Violence Leave Act (State)  
Health Maintenance Organization Act (Federal and State)  
Family School Partnership Act (State)  
Literacy Education for Employees Act (State)

### FIFTY OR MORE EMPLOYEES

Affirmative Action Programs (gov. contractors & subs)  
Family Leave Acts (Federal and State)  
Volunteer Firefighter Training (State)

### SEVENTY FIVE OR MORE EMPLOYEES

Plant Closure Law (WARN Act - State)

### ONE HUNDRED OR MORE EMPLOYEES

Employee Information Reports (CEIR - State) (EEO-1 Federal)  
Plant Closure Law (WARN Act - Federal)

