

# Legal Compliance Requirements by Employer Size

Federal & State Statutes	Number of Employees								
	1	2	5	15	20	25	50	75	100
Federal and State Wage and Hour Laws	◆	◆	◆	◆	◆	◆	◆	◆	◆
Paid Family Leave (For employers with State Disability Insurance)	◆	◆	◆	◆	◆	◆	◆	◆	◆
State Harassment Prohibitions	◆	◆	◆	◆	◆	◆	◆	◆	◆
Workers' Compensation	◆	◆	◆	◆	◆	◆	◆	◆	◆
Unemployment Compensation	◆	◆	◆	◆	◆	◆	◆	◆	◆
“Kin Care” Sick Leave Law	◆	◆	◆	◆	◆	◆	◆	◆	◆
No Smoking In Workplace	◆	◆	◆	◆	◆	◆	◆	◆	◆
Ergonomics Rules	◆	◆	◆	◆	◆	◆	◆	◆	◆
Transportation Testing Act ( <i>OTETA</i> )	◆	◆	◆	◆	◆	◆	◆	◆	◆
Independent Contractor Laws	◆	◆	◆	◆	◆	◆	◆	◆	◆
Child Labor Laws	◆	◆	◆	◆	◆	◆	◆	◆	◆
Labor-Management Relations Laws	◆	◆	◆	◆	◆	◆	◆	◆	◆
Privacy Laws	◆	◆	◆	◆	◆	◆	◆	◆	◆
Occupational Health and Safety Laws	◆	◆	◆	◆	◆	◆	◆	◆	◆
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</i> )				◆	◆	◆	◆	◆	◆
Americans with Disabilities Act ( <i>ADA</i> )				◆	◆	◆	◆	◆	◆
COBRA ( <i>health insurance continuation</i> )					◆	◆	◆	◆	◆
Need to accommodate employee revealing an illiteracy problem						◆	◆	◆	◆
Federal and State Drug Free Workplace Act						◆	◆	◆	◆
Drug Rehabilitation Leave						◆	◆	◆	◆
Domestic Violence Leave						◆	◆	◆	◆
Health Maintenance Organization Act						◆	◆	◆	◆
Family School Partnership Act						◆	◆	◆	◆
Federal and State Family Leave Acts							◆	◆	◆
Volunteer Firefighter Training							◆	◆	◆
Affirmative Action Programs ( <i>government contractors &amp; subs</i> )							◆	◆	◆
Equal Employment Opportunity Reporting								◆	◆
State WARN Act ( <i>notification to employees in large layoff situations</i> )								◆	◆
Federal WARN Act ( <i>notification to employees in large layoff situations</i> )									◆

\* (*Anti-Discrimination of Foreign Workers at 4 employees*)    LAWSIZE.WPO    May 2, 2006