

LEGAL COMPLIANCE REQUIREMENTS BY EMPLOYER SIZE

Both Federal and State laws require compliance based on employer size. The following list sets forth those laws and the employee level for coverage. In most cases, both full-time and part-time employees should be counted in determining coverage.

1 OR MORE EMPLOYEES

- ▶ Anti-Discrimination Provisions Of The Immigration Reform And Control Act Of 1986 (IRCA)
- ▶ Child Labor Laws
- ▶ Disability Insurance
- ▶ Independent Contractors
- ▶ New Employee Reporting
- ▶ OSHA form 300 Log of Work-Related Injuries and Illnesses
- ▶ Posters and Notices
- ▶ Right To Privacy
- ▶ Sexual Harassment
- ▶ Smoking in the Workplace
- ▶ Time Off For School Activities Related To The Suspension Of A Child
- ▶ Unemployment Insurance
- ▶ Wage and Hour Laws
- ▶ Workers' Compensation

2 OR MORE EMPLOYEES

- ▶ Cal-COBRA Health Insurance Continuation

4 OR MORE EMPLOYEES

- ▶ Discrimination and Foreign Workers

5 OR MORE EMPLOYEES

- ▶ California's Discrimination Laws
- ▶ California's Pregnancy Disability Laws

15 OR MORE EMPLOYEES

- ▶ Americans With Disabilities Act (ADA)
- ▶ Title VII Of The Civil Rights Act Of 1964

20 OR MORE EMPLOYEES

- ▶ Cobra (Health Insurance Continuation)

25 OR MORE EMPLOYEES

- ▶ Alcoholic And Drug Rehabilitation
- ▶ Domestic Violence/Sexual Assault Time Off
- ▶ Time Off For School Activities for Employees with Children in Registered Daycare/K-12
- ▶ Need To Accommodate Employee Revealing An Illiteracy Problem
- ▶ Time off For Military Spouses

50 OR MORE EMPLOYEES

- ▶ Affirmative Action Programs (Federal Government Contractors And Subcontractors)
- ▶ Family And Medical Leave Act/California Family Rights Act
- ▶ Volunteer Firefighters & Emergency Workers

75 OR MORE EMPLOYEES

- ▶ State Warn Act (Notification To Employees In Large Layoff Situations)

100 OR MORE EMPLOYEES

- ▶ EEO-1 Reporting Requirements