

# Employment Laws & Employers They Affect – 2025

Law/Requirement	All Employers	Number of Employees (Full & Part-time)								
		2 – 19	4 +	5 +	15 +	20 +	25 +	50 +	75 +	100 +
Equal Employment Opportunity Reporting										✓
DFEH (California) Pay Data Reporting										✓
WARN Act - Federal										✓
WARN Act - California									✓	✓
Affirmative Action								✓	✓	✓
Family and Medical Leave Act (FMLA)								✓	✓	✓
Volunteer Firefighter Training								✓	✓	✓
Alcohol/Drug Rehabilitation							✓	✓	✓	✓
Crime Victims (Medical/Expanded)							✓	✓	✓	✓
Employee Literacy Education							✓	✓	✓	✓
Military Spousal Leave							✓	✓	✓	✓
School Activities Leave							✓	✓	✓	✓
Age Discrimination in Employment Act (ADEA)						✓	✓	✓	✓	✓
COBRA (health insurance contribution)						✓	✓	✓	✓	✓
Americans with Disabilities Act (ADA)					✓	✓	✓	✓	✓	✓
Civil Air Patrol Leave (16 + employees)					✓	✓	✓	✓	✓	✓
Discrimination Laws (Federal)					✓	✓	✓	✓	✓	✓
Organ and Bone Marrow Donor Leave					✓	✓	✓	✓	✓	✓
Pay Scale Disclosures in Job Postings					✓	✓	✓	✓	✓	✓
Discrimination Laws (State)				✓	✓	✓	✓	✓	✓	✓
Pregnancy Disability Laws				✓	✓	✓	✓	✓	✓	✓
California Family Rights Act (CFRA)				✓	✓	✓	✓	✓	✓	✓
Bereavement Leave (Family Death & Reproductive Loss)				✓	✓	✓	✓	✓	✓	✓
Mandatory Harassment Prevention Training				✓	✓	✓	✓	✓	✓	✓
Mandated Reporter Training (if employ minors)				✓	✓	✓	✓	✓	✓	✓
Discrimination and Foreign Workers			✓	✓	✓	✓	✓	✓	✓	✓
Cal-COBRA (2 – 19 employees only)		✓								
Paid Sick Leave	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Injury and Illness Prevention Plan (IIPP); Workplace Violence Prevention Plan; Heat Illness Plans; COVID Prevention Plan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
CalSavers	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Child Labor	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Crime Victim's Leave (Legal)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Disability Insurance (State)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Employee Safety	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
HIPPA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Immigration Reform & Control Act (IRCA)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Independent Contractors	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Jury/Witness Duty Leave	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Military Service Leave	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
New Employees Reporting	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Paid Family Leave	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Posters & Notices	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Privacy	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
School Appearance Leave	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Harassment Laws (State)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Smoking in the Workplace	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Unemployment Insurance	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Volunteer Firefighter, Peace Officer, Emergency Rescue Personnel Leave	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Voting Leave	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Wage & Hour Laws (both state & federal)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Workers' Compensation	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓