

Employment Laws & Employers They Affect – 2026

| 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) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Emergency Contact & Notice of Workplace Rights | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 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 | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |