

## California Employment Law Compliance

Many private employers feel that they do not need to worry about employment laws if they only have a few employees. This chart will help identify just how many legal requirements exist for private employers – even those with as few as *one* employee. It is also important to note that for some of these regulations, full-time, part-time, temporary, and even contract workers or company owners may need to be included in your total headcount. Please also keep in mind that certain industries have additional legal requirements for employers.

Legal Requirement	1 or more	2 or more	4 or more	5 or more	15 or more	20 or more	25 or more	50 or more	75 or more	100 or more
Affirmative Action (Gov't Contractors)								✓	✓	✓
Americans with Disabilities Act (ADA)					✓	✓	✓	✓	✓	✓
Background Checks (ICRA and FCRA)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
California Family Rights Act (CFRA)								✓	✓	✓
Child Lab. Laws (CA Lab. Code 1390-1399)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Civil Air Patrol Leave (Ch. 242 (A.B.485), L. 2009)					✓	✓	✓	✓	✓	✓
COBRA						✓	✓	✓	✓	✓
Cal-COBRA		✓	✓	✓	✓	✓	✓	✓	✓	✓
Crime Victim & Domestic Violence Victim's Leave (CA Lab. Code 230-230.2)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Disability Insurance (SDI)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Discrimination Provisions of Immigration Reform & Control Act (IRCA)			✓	✓	✓	✓	✓	✓	✓	✓
Discrimination under California's Fair Employment & Housing Act (FEHA)				✓	✓	✓	✓	✓	✓	✓
Discrimination under Title VII of Federal Civil Rights Act					✓	✓	✓	✓	✓	✓
Domestic Partner Rights and Benefits	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Drugs & Alcohol in the Workplace	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Drug & Alcohol Rehabilitation (CA Lab. Code 1025-1030)							✓	✓	✓	✓
Emergency Duty Leave (CA Lab. Code 230.3, 230.4)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Employee Retirement Income Securities Act (ERISA)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Equal Employment Opportunity Reporting										✓
Federal Family & Medical Leave Act (FMLA)								✓	✓	✓

Legal Requirement	1 or more	2 or more	4 or more	5 or more	15 or more	20 or more	25 or more	50 or more	75 or more	100 or more
Health Insurance Premium Program (HIPPP)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Health Insurance Portability & Accountability Act (HIPAA)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Illiteracy Accommodation (CA Lab. Code 1040-1044)							✓	✓	✓	✓
Immigration Reform & Control Act	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Independent Contractor Rules	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Kin Care (CA Lab. Code 233)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mass Layoff – Notice (Cal-WARN)									✓	✓
Mass Layoff – Notice (WARN)										✓
Medical Testing	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Military Leave (USERRA)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Military Spouse Leave							✓	✓	✓	✓
New Hire Reporting (EDD)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Nursing Mothers (CA Lab. Code 1030-1033)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Paid Family Leave	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Personnel Records Access (CA Lab. Code 1198.5)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Posting & Notice Requirements	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Pregnancy Disability Leave				✓	✓	✓	✓	✓	✓	✓
Privacy Rights	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Safety (Cal/OSHA & OSHA)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
School Activities Time Off (CA Lab. Code 230.7-230.8)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sexual Harassment Provisions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sexual Harassment Training (AB 1825)								✓	✓	✓
Smoking (CA Lab. Code 6404.5 / AB 13)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Time-Off Provisions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Unemployment Insurance	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Wage & Hour Provisions (Federal & State)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Whistleblower Protection	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Workers' Compensation	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Non-compliance can be costly – both in terms of penalties and in lawsuits. Make sure to get the details you need to protect your business.

Vantaggio HR is a full-service human resource & management consulting firm serving companies of all sizes across the U.S.

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