

## LABOR LAW COVERAGE BY NUMBER OF EMPLOYEES

Number of Employees	Applicable Law
1	Domestic Worker Bill or Rights Cal/OSHA New Hire Reporting Child Labor Law (permissible occupations, hours of work, etc.) Medical Marijuana Independent Contractors Jury Duty and Court Attendance Leave Kin Care Leave Military Leave Notices and Posters Organ and Bone Marrow Donor Leave Paid Family Leave (PFL) Paid Time Off Law (vacation, holidays, etc.) Pregnancy Disability Leave Act (PDLA) School Attendance Leave Smoking in the Workplace State Disability Insurance (SDI) Unemployment Insurance (UI) Volunteer Civil Service Leave Voting Leave Wage and Hour Law (garnishments, payment of wages, overtime, termination pay, etc.) Workers' Compensation Insurance
2 – 3, add	California Continuation Benefits Replacement Act of 1997 (Cal-COBRA)
4, add	Discrimination and Foreign Workers
5 – 14, add	Crime Victim's Leave Domestic Violence Leave Employee Privacy Fair Employment and Housing Act (FEHA) Fair Employment Practices and Discrimination Law (age discrimination, genetic testing, etc.)
15 – 24, add	Civil Patrol Air Leave
25 – 49, add	Alcohol and Drug Testing and Rehabilitation Domestic Violence Leave: Medical Treatment Literacy Accommodation Military Spouse Leave
50 – 74, add	Affirmative Action Family and Medical Leave Act (FMLA) and California Family Rights Act (CFRA) Leave Mandatory Sexual Harassment Training Volunteer Firefighters Leave
75 – 100 or more, add	WARN Act