

## **CALIFORNIA EMPLOYER STATUTORY COMPLIANCE SUMMARY\***

<b>FEDERAL COMPLIANCE REQUIREMENTS</b>	<b>NO. OF EMPLOYEES</b>
Employer Information Reports (Form EEO-1) (Private Employers)	100+
Worker Adjustment and Retraining Notification Act of 1989 (WARN)	100+
Employer Information Reports (Government Contractor)	50+
Executive Order 11246/Affirmative Action Plan (Government Contracts)	50+
Family and Medical Leave Act (FMLA)	50+
Health Maintenance Organization Act	25+
Age Discrimination in Employment Act (ADEA)	20+
Consolidated Omnibus Budget Reconciliation Act (COBRA)	20+
Older Workers Benefit Protection Act (OWBPA)	20+
Americans with Disabilities Act	15+
Civil Rights Act of 1991	15+
Equal Employment Opportunities, Civil Rights Act of 1964 (Title VII)	15+
Pregnancy Discrimination Act of 1978	15+
OSHA Record Keeping Requirements	10+
Mental Health Parity Act of 1996 (MHPA)	2+
Newborns' and Mothers' Health Protection Act of 1996 (NMHPA)	2+
Child Labor Laws	1+
Civil Rights Act of 1866, Section 1981	1+
Consumer Credit Protection Act	1+
Contact Work Hours and Safety Standards Act (CWHSSA) (Gov't Contracts)	1+
Davis-Bacon Act (Government Contracts)	1+
Drug-Free Workplace Act of 1988 (Government Contracts)	1+
Electronic Communications Privacy Act of 1986 (ECPA)	1+
Employee Polygraph Protection Act of 1988	1+
Employee Retirement Income Security Act (ERISA)	1+
Employee Right-to-Know Laws (Hazardous Chemicals in the Workplace)	1+
Employer Information Report (VET-100) (Gov't Contracts of \$25,000+)	1+
Equal Pay Act of 1963 (Annual gross earning of \$500,000+)	1+
E-Verify (Government Contracts)	1+
Fair and Accurate Credit Transactions Act (FACTA)	1+
Fair Credit Reporting Act (FCRA)	1+
Fair Labor Standards Act (FSLA) (Annual gross earning of \$500,000+)	1+
Federal Income Tax Withholding	1+

*\* NOTE: This is only a summary and should not be relied on as comprehensive professional or legal advice. Employers are subject to numerous other state and local statutory requirements based on industry and other factors, as well as case law requirements. Professional consultation is required to determine the specific compliance obligations for a particular organization.*

## CALIFORNIA EMPLOYER STATUTORY COMPLIANCE SUMMARY\*

<b>FEDERAL COMPLIANCE REQUIREMENTS</b> (continued)	<b>NO. OF EMPLOYEES</b>
Federal Insurance Contribution Act (FICA – Social Security)	1+
Federal Military Selective Service Act of 1974	1+
Federal Unemployment Tax Act (FUTA)	1+
Health Insurance Portability and Accountability Act (HIPAA)	1+
Immigration and Naturalization Act of 1990	1+
Immigration Reform and Control Act of 1986 (IRCA)	1+
Jury Service and Selection Act of 1968	1+
McNamara-O’Hara Service Contract Act (MOSCA) (Government Contracts)	1+
Occupational Safety & Health Admin Compliance Assist Authorization Act of 1998	1+
Personal Responsibility and Work Opportunity Reconciliation Act of 1996	1+
Migrant and Seasonal Agricultural Worker Protection Act (MSPA)	1+
National Labor Relations Act (NLRA)	1+
Occupation Safety and Health Act of 1970 (OSHA)	1+
Rehabilitation Act of 1978 (Government Contracts)	1+
Uniformed Services Employment & Reemployment Rights Act of 1994 (USERRA)	1+
Vietnam Era Veterans’ Readjustment Assistance Act	1+
Walsh-Healy Public Contracts Act (Government Contracts)	1+
<b>CALIFORNIA STATE COMPLIANCE REQUIREMENTS</b>	<b>NO. OF EMPLOYEES</b>
Car Pooling	250+
California Employer Information Reports (CEIR)	100+
Worker Adjustment Retraining Notification Act (Baby WARN)	75+
California Family Rights Act of 1991 (CFRA)	50+
Harassment Prevention Training for Managers/Supervisors	50+
Volunteer Firefighter (Annual Leave)	50+
At-Will Termination of Janitors/Maintenance Personnel Prohibited	25+
Dress Code Requirements	25+
Employee Literacy Assistance Act	25+
School Visitation by Parents, Domestic Partners, Guardians, Grandparents	25+
Victims of Domestic Violence Leave Act	25+
COBRA Extension Rights (Cal-COBRA)	2-19
Safe Drinking Water and Toxic Enforcement Initiative of 1986 (Prop. 65)	10+
English-Only Policy Restrictions	5+

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<b>CALIFORNIA COMPLIANCE REQUIREMENTS</b> (continued)	<b>NO. OF EMPLOYEES</b>
Fair Employment and Housing Act (FEHA)	5+
Pregnancy Disability Leave	5+
Age Discrimination	1+
Agriculture Labor Relations Act	1+
Applicant Identification Records	1+
Change of Status Notification Requirement (EDD)	1+
Child Labor Laws	1+
Confidentiality of Medical Information Act	1+
Corporate Criminal Liability Act of 1989 (Be A Manager, Go to Jail)	1+
Disability Discrimination	1+
Disability Insurance Coverage	1+
Domestic Partner Rights and Responsibilities Act	1+
Drug-Free Workplace Act of 1990 (State Contracts)	1+
Emergency Duty Leave	1+
Employee Invention Rights	1+
Employee Polygraph Protection Act	1+
Equal Pay Act	1+
Ergonomics	1+
Fair Credit Reporting (Employment Reference Checking)	1+
Garnishments – Wage	1+
Hazardous Substances Information and Training Act	1+
Health Insurance Premium Payments (HIPP)	1+
Injury and Illness Prevention Program (IIPP)	1+
Insurance Conversion Privileges	1+
Jury Duty/Witness Leave	1+
Marital Status Discrimination	1+
Meal and Rest Periods	1+
Military Duty Leave	1+
New Hire Employee and Independent Contractor Reporting (EDD)	1+
No Smoking Policy	1+
OSHA	1+
Paid Family Leave	1+

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