

EMPLOYMENT LAWS IN CALIFORNIA



LEAVE ISSUES MAY ARISE

	ALL EMPLOYERS	2+ EMPLOYEES	4+ EMPLOYEES	5+ EMPLOYEES	15+ EMPLOYEES	20+ EMPLOYEES	25+ EMPLOYEES	50+ EMPLOYEES	75+ EMPLOYEES	100+ EMPLOYEES
AFFIRMATIVE ACTION (CERTAIN EMPLOYERS)								■	■	■
AGE DISCRIMINATION (ADEA)						■	■	■	■	■
ALCOHOL/DRUG REHAB ACCOMMODATION							■	■	■	■
BAN-THE-BOX				■	■	■	■	■	■	■
BEREAVEMENT LEAVE				■	■	■	■	■	■	■
CAL-COBRA (HEALTHCARE INSURANCE CONTINUATION)		■	■	■	■	■	■	■	■	■
CHILD LABOR	■	■	■	■	■	■	■	■	■	■
CRIME VICTIMS' LEAVE	■	■	■	■	■	■	■	■	■	■
COBRA						■	■	■	■	■
COVID PREVENTION AND RESPONSE PLAN	■	■	■	■	■	■	■	■	■	■
DISABILITY, UNEMPLOYMENT & WORK COMP INSURANCE	■	■	■	■	■	■	■	■	■	■
CITIZENSHIP STATUS DISCRIMINATION			■	■	■	■	■	■	■	■
DISCRIMINATION LAWS (FEDERAL) - INCLUDING ADA					■	■	■	■	■	■
DISCRIMINATION LAWS (STATE) *INCLUDING PROHIBITION OF EMPLOYER DRUG TEST OF AND DISCRIMINATION FOR OFF-DUTY MARIJUANA USE				■	■	■	■	■	■	■
DOMESTIC VIOLENCE, SEXUAL ASSAULT AND STALKING VICTIMS LEAVE: LEGAL PROCEEDINGS/REASONABLE ACCOMMODATION	■	■	■	■	■	■	■	■	■	■
DOMESTIC VIOLENCE, SEXUAL ASSAULT AND STALKING VICTIMS' LEAVE: MEDICAL TREATMENT/COUNSELING							■	■	■	■
EMPLOYEE SAFETY	■	■	■	■	■	■	■	■	■	■
EQUAL EMPLOYMENT OPPORTUNITY REPORTING										■
FAMILY AND MEDICAL LEAVE (CFRA ¹) (FMLA ²)				■ ¹	■ ¹	■ ¹	■ ¹	■ ^{1, 2}	■ ^{1, 2}	■ ^{1, 2}
ILLITERACY ACCOMMODATION							■	■	■	■
IMMIGRATION REFORM AND CONTROL ACT (IRCA)	■	■	■	■	■	■	■	■	■	■

*EFFECTIVE 1/1/2024

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INJURY AND ILLNESS PREVENTION PROGRAM (IIPP)	■	■	■	■	■	■	■	■	■	■
INDEPENDENT CONTRACTORS	■	■	■	■	■	■	■	■	■	■
JURY DUTY TIME OFF	■	■	■	■	■	■	■	■	■	■
LACTATION ACCOMMODATION	■	■	■	■	■	■	■	■	■	■
MILITARY LEAVE (USERRA)	■	■	■	■	■	■	■	■	■	■
MILITARY SPOUSE LEAVE							■	■	■	■
NEW EMPLOYEE REPORTING	■	■	■	■	■	■	■	■	■	■
ORGAN & BONE MARROW LEAVE					■	■	■	■	■	■
PAID FAMILY LEAVE	■	■	■	■	■	■	■	■	■	■
PAID SICK LEAVE	■	■	■	■	■	■	■	■	■	■
PAY DATA REPORTING										■
PREGNANCY DISABILITY LAWS				■	■	■	■	■	■	■
PREGNANT WORKERS FAIRNESS ACT (PWFA)					■	■	■	■	■	■
PRIOR SALARY HISTORY BAN	■	■	■	■	■	■	■	■	■	■
PRIVACY	■	■	■	■	■	■	■	■	■	■
SCHOOL AND CHILD CARE ACTIVITIES							■	■	■	■
SCHOOL APPEARANCE LEAVE	■	■	■	■	■	■	■	■	■	■
SEXUAL HARASSMENT	■	■	■	■	■	■	■	■	■	■
SEXUAL HARASSMENT TRAINING (ALL EMPLOYEES)				■	■	■	■	■	■	■
VOLUNTEER CIVIL SERVICE TRAINING LEAVE								■	■	■
VOLUNTEER CIVIL SERVICE LEAVE	■	■	■	■	■	■	■	■	■	■
WAGE AND HOUR LAWS	■	■	■	■	■	■	■	■	■	■
WARN ACT (PLANT CLOSINGS)									■	■