



List of Compliance Obligations Addressed by HR That Works per Employer Size

The following list identifies the most common laws that apply to employers according to their size. Of course, you have all the obligations of employers who are smaller than your size.

All Employers:

- Fair Credit Reporting Act (FCRA)
- Fair Labor Standards Act (FLSA)
- Independent Contractor Requirements
- Paid Family Leave/Family Temporary Disability Insurance (PFL) (California only)
- Military Leave (USERRA)
- Equal Pay Act of 1963
- Poster Requirements

5 or More Employees:

- Fair Employment and Housing Act of California (FEHA)
- Pregnancy Disability Leave Laws of California

15 or More Employees:

- Federal Civil Rights Act of 1991
- Americans with Disabilities Act (ADA)
- Pregnancy Discrimination Act of 1978
- Fair Employment and Housing Act of California covering mental disabilities
- Drug Free Workplace Act of 1988 (government contractors)

20 or More Employees:

- COBRA (health insurance continuation)
- Age Discrimination in Employment Act (ADEA)
- Older Workers Benefit Protection Act (OWBPA)

50 or More Employees:

- Federal and State Family and Medical Leave Acts (FMLA) (CRFA)
- California mandated Sexual Harassment Training (AB1825)
- Federal Affirmative Action Requirements

100 or More:

- Federal WARN Act (notification to employees in large layoffs)
- EEO-1 report requirements