



Ignite HR Solutions

Which Laws Apply to Your Organization?

Law/Requirement	1 employee	2 or more	4 or more	5 or more	15 or more	16 or more	20 or more	25 or more	50 or more	75 or more	100 or more
Affordable Care Act (ACA)									X	X	X
Affirmative Action									X	X	X
Alcohol/Drug Rehabilitation								X	X	X	X
Americans with Disabilities Act (ADA)					X	X	X	X	X	X	X
Cal-COBRA (health insurance continuation)		X	X	X	X	X					
COBRA (health insurance continuation)							X	X	X	X	X
Civil Air Patrol Leave						X	X	X	X	X	X
Crime Victims Leave	X	X	X	X	X	X	X	X	X	X	X
Disability Insurance	X	X	X	X	X	X	X	X	X	X	X
Discrimination and Foreign Workers			X	X	X	X	X	X	X	X	X
Discrimination (State Laws)				X	X	X	X	X	X	X	X
Discrimination (Federal Laws)					X	X	X	X	X	X	X
Domestic Violence Leave	X	X	X	X	X	X	X	X	X	X	X
Domestic Violence Leave for Medical Treatment								X	X	X	X
Employee Safety	X	X	X	X	X	X	X	X	X	X	X
Equal Employment Opportunity (EEO)											X
Family and Medical Leave (FMLA)									X	X	X
Fair Employment and Housing Act (FEHA)									X	X	X
Fair Pay Act	X	X	X	X	X	X	X	X	X	X	X
Illiteracy Accomodation								X	X	X	X



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Immigration Reform & Control Act (IRCA)	X	X	X	X	X	X	X	X	X	X	X
Injury and Illness Prevention Program (IIPP)	X	X	X	X	X	X	X	X	X	X	X
Jury Duty Time Off	X	X	X	X	X	X	X	X	X	X	X
Mandatory Supervisor Sexual Harassment				X	X	X	X	X	X	X	X
Mandatory Non-Manager Sexual Harassment				X	X	X	X	X	X	X	X
Military Service Leave (USERRA)	X	X	X	X	X	X	X	X	X	X	X
Military Spouse Leave								X	X	X	X
New Employee Reporting	X	X	X	X	X	X	X	X	X	X	X
Organ and Bone Marrow Donor's Leave					X	X	X	X	X	X	X
Paid Family Leave	X	X	X	X	X	X	X	X	X	X	X
Pay & Scheduling	X	X	X	X	X	X	X	X	X	X	X
Posters & Notices	X	X	X	X	X	X	X	X	X	X	X
Pregnancy Disability Leave Laws				X	X	X	X	X	X	X	X
Privacy	X	X	X	X	X	X	X	X	X	X	X
School Activities Leave								X	X	X	X
School Appearances Leave	X	X	X	X	X	X	X	X	X	X	X
Smoking in the Workplace	X	X	X	X	X	X	X	X	X	X	X
Unemployment Insurance	X	X	X	X	X	X	X	X	X	X	X
Volunteer Civil Service Leave	X	X	X	X	X	X	X	X	X	X	X
Volunteer Civil Service Training Leave									X	X	X
WARN Act (layoffs)										X	X
Worker's Compensation	X	X	X	X	X	X	X	X	X	X	X



