

California & Federal Employment Notices

SAFETY AND HEALTH PROTECTION ON THE JOB ... State of California Department of Industrial Relations

California law provides workplace safety and health protection for workers through regulations enforced by the Division of Occupational Safety and Health (Cal/OSHA). This poster explains some basic requirements and procedures to comply with the state's workplace safety and health standards and orders. The law requires that this poster be displayed on the job in a substantial period. Cal/OSHA standards can be found at www.dir.ca.gov/publications/posters.htm

WHAT AN EMPLOYER MUST DO: All employers must provide work and workplaces that are safe and healthful. In other words, as an employer, you must follow state law governing job safety and health. Failure to do so can result in the state or local law of workers, and substantial monetary penalties. You must display this poster in a conspicuous place where notices to employees are customarily posted. This poster must be posted in both English and Spanish. You must have written and effective injury and illness Prevention Program (IPP) meeting the requirements of California regulations, 8th Section 20523 www.dir.ca.gov/casr0820523 and provide access to employees and their designated representatives.

California Minimum Wage Order and W/C Occupations Orders

Table with columns for Effective Date, Employees with 25 or Fewer Employees, and Employees with 26 or More Employees. It lists minimum wages for various occupations and dates from January 1, 2021 to January 1, 2023.

EMPLOYERS WHO DO NOT HAVE A CONTRACT WITH A UNION OR EMPLOYERS WHO DO NOT HAVE A COLLECTIVE BARGAINING AGREEMENT SHOULD DISPLAY THIS POSTER. It explains how to use the minimum wage table and provides contact information for the Department of Industrial Relations.

WHEN CAL/OSHA VISITS THE WORKPLACE: Cal/OSHA will conduct an inspection to ensure that the employer is complying with workplace safety and health standards. Inspections are also conducted when an employee files a valid complaint with Cal/OSHA. Cal/OSHA also goes on-site to the workplace to investigate a serious injury or illness, or fatality.

Family Medical Leave Act

EMPLOYEE RIGHTS UNDER THE FAMILY MEDICAL LEAVE ACT ... LEAVE ENTITLEMENTS: Employees eligible for leave for a covered employee take time for up to 12 weeks of unpaid job-protected leave in a 12-month period. This poster details the requirements for FMLA, including notice procedures and employer obligations.

USERRA: YOUR RIGHTS UNDER THE UNIFORMED SERVICES REENTRY ACT ... USERRA protects the job rights of individuals who voluntarily or involuntarily have employment positions to uniformed military service or certain types of service in the National Disaster Medical System. It covers reemployment, benefits, and protection against discrimination.

Family Care and Medical Leave (CFRA Leave)

Family Care and Medical Leave (CFRA) Leave: This poster explains the rights of employees to take leave to care for a family member or for their own medical condition. It covers notice requirements, employer obligations, and the interaction with FMLA.

Call the FREE Worker Information Helpline

Headquarters: 1515 Clay Street, Ste. 1901, Oakland, CA 94612 ... Division of Occupational Safety and Health (Cal/OSHA)

OSHA Consultation Services: Provides confidential assistance to employers and employees. Services include workplace safety and health assessments, and technical assistance. Free and confidential.

Regional Offices: Lists contact information for OSHA offices across California, including Sacramento, San Francisco, and San Diego.

Enforcement of Cal/OSHA workplace safety and health standards

Cal/OSHA has the authority to enforce workplace safety and health standards. It can issue citations and penalties for violations. Employees can file a complaint with Cal/OSHA if they believe their workplace is unsafe.

Federal Minimum Wage

As of July 30, 2024, the federal minimum wage is \$15.50 per hour. This poster provides information on the federal minimum wage law and how it applies to employers and employees.

CHL/OLHA: California Healthcare Laborers' Organization. A union representing healthcare workers. Information on membership and services is provided.

ADDITIONAL INFORMATION: Lists various labor unions and organizations in California. Includes contact information for the AFL-CIO and other major labor groups.

Equal Employment Opportunity

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations: This poster explains the EEOC's role in enforcing federal laws that prohibit discrimination in the workplace.

APPLICABLE TO EMPLOYERS OF MOST PRIVATE EMPLOYERS, STATE AND LOCAL GOVERNMENTS, EDUCATIONAL INSTITUTIONS, EMPLOYMENT AGENCIES AND LABOR ORGANIZATIONS: Provides information on the EEOC's jurisdiction and the types of cases it handles.

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, SEXUAL ORIENTATION, GENETIC INFORMATION, ANCESTRY: Lists the protected categories under the EEOC. Discrimination based on these characteristics is prohibited.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED: Provides a step-by-step guide for employees who believe they have been discriminated against. It covers filing a complaint with the EEOC and potential next steps.

RETALIATION: Explains that it is illegal for an employer to take any adverse action against an employee who has filed a complaint or participated in an investigation. Retaliation is strictly prohibited.

RELATIONSHIP TO OTHER FEDERAL LAWS: Discusses how the EEOC's laws relate to other federal anti-discrimination laws, such as the Americans with Disabilities Act and the Age Discrimination in Employment Act.

POSTER INFORMATION: Provides information about the poster itself, including how to obtain it and how to report a missing or damaged poster.

Sexual Harassment

DEEN THE DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING IS PROTECTING THE PEOPLE OF CALIFORNIA FROM UNLAWFUL DISCRIMINATION IN EMPLOYMENT, HOUSING AND PUBLIC ACCOMMODATIONS: This poster defines sexual harassment and provides information on how to report it.

DEFINITION OF SEXUAL HARASSMENT: Provides a clear definition of what constitutes sexual harassment, including quid pro quo and hostile work environment harassment.

WHAT TO DO IF YOU BELIEVE YOU HAVE BEEN SEXUALLY HARASSMENT: Offers guidance for employees who have experienced or witnessed sexual harassment, including how to report it and seek support.

PREVENTION AND PROTECTION: Discusses the employer's responsibility to prevent sexual harassment and protect employees from it. It covers training, policies, and disciplinary actions.

LEGAL REMEDIES: Explains the legal options available to employees who have been sexually harassed, including filing a complaint with the DFEH and seeking compensation or damages.

POSTER INFORMATION: Provides details about the poster, including its purpose and how it can be used in the workplace.

Medical and Exposure Records

GENERAL INDUSTRY SAFETY ORDER 23-14 (WEA) HOW THE RIGHT TO SEE AND COPY: This poster explains the right of employees to see and copy their medical and exposure records, particularly in the context of occupational safety and health.

RIGHTS OF EMPLOYEES: Details the specific rights of employees regarding their medical and exposure records, including the right to request and receive copies.

EMPLOYER OBLIGATIONS: Outlines the responsibilities of employers in providing access to records, responding to requests, and maintaining the confidentiality of sensitive information.

PROCEDURES: Provides a step-by-step process for employees to request and receive their medical and exposure records from their employer.

DEFINITIONS: Clarifies key terms used throughout the poster, such as 'medical records' and 'exposure records'.

CONTACT INFORMATION: Provides contact details for the Department of Industrial Relations, including the toll-free number and website.

Notice of Withholding

You are hereby notified that your employer has withheld your wages. This poster explains the reasons for withholding and the steps you can take to resolve the issue.

REASONS FOR WITHHELD WAGES: Lists the various reasons why an employer might withhold wages, such as suspected overpayment or unpaid taxes.

YOUR RIGHTS: Outlines the legal rights of employees when their wages are withheld, including the right to demand a full and accurate accounting.

RESOLUTION: Provides information on how to resolve wage withholding issues, including contacting the Department of Industrial Relations.

CONTACT: Provides contact information for the Department of Industrial Relations and the Labor Commissioner's Office.

Workers' Compensation

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS: This poster explains the workers' compensation system in California, including what it covers and how to file a claim.

COVERAGE: Details the types of workers' compensation benefits available, such as medical care, disability benefits, and death benefits.

FILING A CLAIM: Provides a step-by-step guide for employees on how to file a workers' compensation claim, including what information to provide.

DEFENSES: Explains the various defenses an employer can use to challenge a workers' compensation claim, and how they are evaluated.

APPEALS: Outlines the process for appealing a workers' compensation decision if you disagree with the outcome.

ADDITIONAL INFORMATION: Provides information on where to get more help and resources regarding workers' compensation.

POSTER INFORMATION: Provides details about the poster and how it can be used in the workplace.

Transgender Rights in The Workplace

TRANSGENER RIGHTS IN THE WORKPLACE: This poster explains the rights of transgender employees in the workplace, including non-discrimination and equal treatment.

NON-DISCRIMINATION: Details the prohibition against discriminating based on gender identity or expression in hiring, firing, and other employment actions.

RESPECT AND ACCOMMODATION: Discusses the importance of creating a respectful and inclusive workplace environment for transgender employees.

REPORTING VIOLATIONS: Provides information on how to report discrimination and harassment, and the steps that will be taken to address the issue.

LEGAL REMEDIES: Explains the legal options available to transgender employees who have experienced discrimination or harassment.

POSTER INFORMATION: Provides details about the poster and how it can be used in the workplace.

Time Off For Voting

CALIFORNIA ELECTIONS CODE SECTION 14000: This poster explains the state's laws regarding time off for voting, including the requirements for employers.

REQUIREMENTS: Details the conditions under which employees are entitled to time off for voting, such as the time of day and the amount of time.

EMPLOYER OBLIGATIONS: Outlines the responsibilities of employers in providing time off for voting and ensuring that it does not result in a financial hardship.

PROCEDURES: Provides information on how employees can request and receive time off for voting from their employer.

DEFINITIONS: Clarifies key terms used throughout the poster, such as 'time off for voting' and 'employer'.

CONTACT: Provides contact information for the California Secretary of State and other relevant agencies.

Notice of Withholding

This is in accordance with Sections 204, 204A, 204B, 205, and 205.5 of the California Labor Code. This poster explains the legal requirements for withholding and the consequences of non-compliance.

DEFINITIONS: Provides clear definitions for key terms related to wage withholding, such as 'wages' and 'withholding'.

LEGAL REMEDIES: Discusses the legal implications of wage withholding and the steps employees can take to seek redress.

CONTACT: Provides contact information for the Department of Industrial Relations and the Labor Commissioner's Office.

Whistleblowers' Protection

WHISTLEBLOWERS ARE PROTECTED: This poster explains the state's laws that protect employees who report illegal or unethical practices in the workplace.

DEFINITION OF WHISTLEBLOWER: Provides a clear definition of who qualifies as a whistleblower under California law.

PROTECTIONS: Details the various legal protections afforded to whistleblowers, including anti-retaliation provisions and the right to file complaints.

REPORTING: Provides information on the proper channels for reporting illegal activities and the steps that will be taken to investigate.

LEGAL REMEDIES: Explains the legal options available to whistleblowers who have been retaliated against, including reinstatement and compensation.

POSTER INFORMATION: Provides details about the poster and how it can be used in the workplace.

What is a whistleblower?

A whistleblower is an employee who discloses information to a government or law enforcement agency, person with authority over the employee, or another employee with authority to investigate, discover, or correct the violation or noncompliance, and to provide information to and testify before a public body.

PROTECTIONS: Lists the specific types of actions that are prohibited against whistleblowers, such as retaliation and discrimination.

REPORTING: Provides a list of steps that whistleblowers should follow when reporting a concern, including documenting the issue and seeking support.

LEGAL REMEDIES: Discusses the consequences of illegal retaliation and the legal steps that can be taken to address it.

POSTER INFORMATION: Provides details about the poster and how it can be used in the workplace.

What protections are afforded to whistleblowers?

1. An employer may not make, adopt, or enforce any rule, regulation, or policy preventing an employee from being a whistleblower.

2. An employer may not retaliate against an employee who is a whistleblower.

3. An employer may not retaliate against an employee for refusing to participate in an activity that would result in a violation of a state or federal statute, or a violation or noncompliance with a state or federal rule or regulation.

4. An employer may not retaliate against an employee for having exercised his or her rights as a whistleblower in any former employment.

POSTER INFORMATION: Provides details about the poster and how it can be used in the workplace.

Your Rights and Obligations as a Pregnant Employee

YOUR EMPLOYER HAS AN OBLIGATION TO: This poster explains the legal responsibilities of employers regarding pregnancy and childbirth, including providing reasonable accommodations.

REASONABLE ACCOMMODATIONS: Details the requirements for employers to provide accommodations for pregnant employees, such as flexible scheduling and modified duties.

PROTECTIONS: Discusses the anti-discrimination laws that apply to pregnant employees and the steps to take if you experience discrimination.

LEGAL REMEDIES: Explains the legal options available to pregnant employees who have been discriminated against or denied accommodations.

POSTER INFORMATION: Provides details about the poster and how it can be used in the workplace.

Unemployment Insurance

This employer is registered with the Employment Development Department (EDD) as required by the California Unemployment Insurance Law and is reporting wage credits to the EDD that are being accumulated for you to be used as a basis for:

1. Unemployment insurance (UI) benefits. This poster explains the requirements for earning UI credits and how they are used to determine benefit amounts.

2. Unemployment Insurance (UI) benefits. Details the process of applying for UI benefits and the documentation required.

3. Unemployment Insurance (UI) benefits. Discusses the importance of providing accurate information to the EDD and the consequences of fraud.

4. Unemployment Insurance (UI) benefits. Provides information on how to appeal a denial of UI benefits and the steps to take to resolve the issue.

5. Unemployment Insurance (UI) benefits. Discusses the various reasons for disqualification from UI benefits and how to avoid them.

6. Unemployment Insurance (UI) benefits. Provides information on how to contact the EDD for more information and assistance.

7. Unemployment Insurance (UI) benefits. Discusses the importance of staying up-to-date on contact information with the EDD.

8. Unemployment Insurance (UI) benefits. Provides information on how to file a claim for UI benefits and the steps to take to receive them.

9. Unemployment Insurance (UI) benefits. Discusses the importance of providing accurate information to the EDD and the consequences of fraud.

10. Unemployment Insurance (UI) benefits. Provides information on how to contact the EDD for more information and assistance.

Discrimination and Harassment

DEFINITION OF DISCRIMINATION AND HARASSMENT: This poster provides a clear definition of these concepts and explains how they can manifest in the workplace.

PROTECTIONS: Details the legal protections against discrimination and harassment, including anti-retaliation provisions and the right to file complaints.

REPORTING: Provides information on the proper channels for reporting discrimination and harassment, and the steps that will be taken to investigate.

LEGAL REMEDIES: Explains the legal options available to employees who have experienced discrimination or harassment, including reinstatement and compensation.

POSTER INFORMATION: Provides details about the poster and how it can be used in the workplace.

Employment Insurance Benefits

NOTICE TO EMPLOYERS: This poster explains the legal requirements for employers regarding unemployment insurance, including reporting wage credits and maintaining accurate records.

DEFINITIONS: Provides clear definitions for key terms related to unemployment insurance, such as 'wage credits' and 'employer'.

LEGAL REMEDIES: Discusses the legal implications of non-compliance with unemployment insurance laws and the steps that can be taken to address them.

CONTACT: Provides contact information for the Employment Development Department and other relevant agencies.

POSTER INFORMATION: Provides details about the poster and how it can be used in the workplace.

State & Federal Poster - For all your Labor Law Poster Compliance Solutions. Includes contact information and a QR code for more information.

Emergency Notice - MAKING UNAUTHORIZED COPIES IS AGAINST THE LAW AND MAY SUBJECT YOU TO CIVIL AND CRIMINAL LIABILITY. Includes a QR code for more information.

No Smoking - Labor Code Section 6404.5 prohibits smoking in places of employment. No employer shall knowingly or intentionally permit, and no person shall engage in, the smoking of tobacco products in an enclosed space at a place of employment. Includes a QR code for more information.