

California's Federal Employment Notices

SAFETY AND HEALTH PROTECTION ON THE JOB

California law provides workplace safety and health protections for workers through regulations enforced by the Division of Occupational Safety and Health (Cal/OSHA). This poster explains some basic workplace safety and health requirements that employers must follow. Failure to do so could result in a substantial penalty. Cal/OSHA standards can be found at www.dir.ca.gov/OSHA.

WHAT AN EMPLOYER MUST DO: All employers must provide work and workplaces that are safe and healthful. In addition, employers must follow state laws governing job safety and health. Failure to do so can result in a substantial penalty. Cal/OSHA standards can be found at www.dir.ca.gov/OSHA.

WHAT AN EMPLOYER MUST NEVER DO: Never permit an employee to be exposed to harmful substances without providing adequate respiratory protection. Never allow an untrained employee to perform hazardous work.

EMPLOYERS HAVE CERTAIN WORKPLACE SAFETY & HEALTH RIGHTS: As an employer, you or someone acting with your rights to file a confidential complaint with Cal/OSHA if you believe your workplace is not safe and healthful.

EMPLOYERS ALSO HAVE RESPONSIBILITIES: To keep workplace and your workers safe, you should tell your employer about any hazard that could result in an injury or illness to an employee.

HELP IS AVAILABLE: To learn more about workplace safety rules, you may contact Cal/OSHA. Consultation services are free of charge. For more information, visit www.dir.ca.gov/OSHA.

California Minimum Wage

Effective January 1, 2025, minimum wage will be \$16.00 per hour. This poster provides information on the new minimum wage rates and how to file a complaint.

Effective Date	Employees with 25 or Fewer Employees	Employees with 26 or More Employees
January 1, 2024	\$15.00	\$16.00
January 1, 2023	\$14.00	\$15.00
January 1, 2022	\$13.00	\$14.00

EMPLOYERS MUST: Pay the minimum wage to all employees. The minimum wage is \$16.00 per hour for all employees. Employers must also pay overtime wages to eligible employees.

Family Medical Leave Act

The Family Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for certain family and medical reasons. This poster explains the requirements for FMLA leave.

Who is eligible for FMLA leave? Employees who have worked for a covered employer for at least 12 months and have worked at least 1,250 hours during the 12-month period.

What are the reasons for FMLA leave? FMLA leave is available for the birth and care of a newborn child, the care of a family member who is unable to care for themselves, and the employee's own serious health condition.

USERRA

The Uniformed Services Uniformed Services Employees' Reemployment Rights Act (USERRA) provides reemployment rights to service members returning from military service. This poster explains the rights and benefits under USERRA.

Family Care and Medical Leave (FCRA Leave)

The Family Care and Medical Leave Act (FCRA) provides eligible employees with job-protected leave for family care and medical reasons. This poster explains the requirements for FCRA leave.

Workers' Compensation

Workers' compensation is a system of benefits that provides financial support and medical care to employees who are injured or become disabled on the job. This poster explains the rights and benefits under workers' compensation.

Transgender Rights in the Workplace

The rights of transgender employees in the workplace are protected under federal, state, and local laws. This poster explains the rights and protections for transgender employees.

Medical and Exposure Records

Employers are required to maintain accurate and complete medical and exposure records for their employees. This poster explains the requirements for maintaining these records.

Withholding Allowance

Employers are required to withhold federal income tax from their employees' pay. This poster explains the requirements for withholding allowance.

Payday Notice

Employers are required to provide a written notice to employees regarding their payday. This poster explains the requirements for payday notice.

Whistleblowers' Protection

It is the public policy of the State of California to encourage employees to notify an appropriate 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 conducting an investigation, hearing or inquiry, when they have reason to believe their employer is violating a state or federal statute, or violating or not complying with a local, state or federal rule or regulation.

Who is protected?

Pursuant to California Labor Code Section 1102.5, employees are the protected class of individuals. "Employee" means any person employed by an employer, private or public, including, but not limited to, individuals employed by the state or any subdivision thereof, any county, city, city and county, including any charter city or county, and any school district, community college district, municipal or public corporation, political subdivision, or the University of California (California Labor Code Section 11016).

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 to another employee with authority to investigate, discover, or correct the violation or noncompliance, or who provides information to or testifies before a public body conducting an investigation, hearing or inquiry, where the employee has reasonable cause to believe that the information discloses: 1. A violation of a state or federal statute, 2. A violation or noncompliance with a local, state or federal rule or regulation, or 3. With reference to employee safety or health, unsafe working conditions or work practices in the employer's employment or place of employment.

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 or is perceived to be 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 their rights as a whistleblower in any former employment.

How to report improper acts

If you have information regarding possible violations of state or federal statutes, rules, or regulations, or violations of fiduciary responsibility by a corporation or limited liability company to its shareholders, investors, or employees, call the California Department of Industrial Relations' Whistleblower Hotline at 1-800-952-5225.

The Attorney General will refer your call to the appropriate government authority for review and disposition.

Federal Minimum Wage

The federal minimum wage is \$7.25 per hour. This poster provides information on the federal minimum wage and how to file a complaint.

EMPLOYERS MUST: Pay the federal minimum wage to all employees. The federal minimum wage is \$7.25 per hour for all employees.

Pregnant Workers Fairness Act (PWFA)

The Pregnant Workers Fairness Act (PWFA) is a federal law that requires covered employers to provide reasonable accommodations to qualified workers known to be pregnant, birthing, or breastfeeding. This poster explains the requirements for PWFA accommodations.

Equal Employment Opportunity

The Equal Employment Opportunity Commission (EEOC) enforces federal laws that prohibit employment discrimination. This poster explains the rights and protections under EEOC laws.

Sexual Harassment

Sexual harassment is a form of discrimination based on sex. This poster explains the rights and protections for employees who experience sexual harassment.

Paid Sick Leave/Healthy Families Act

The Healthy Families Act (HFA) provides eligible employees with paid sick leave. This poster explains the requirements for HFA sick leave.

Emergency Notice

Employers are required to provide an emergency notice to employees regarding their emergency leave. This poster explains the requirements for emergency notice.

Your Rights and Obligations as a Pregnant Employee

If you are pregnant, have a pregnancy-related medical condition, or are breastfeeding, you have certain rights and obligations. This poster explains these rights and obligations.

Disability Insurance and Paid Family Leave

Disability Insurance (DI) and Paid Family Leave (PFL) are state-mandated benefits that provide financial support and job protection to employees who are disabled or on family leave. This poster explains the rights and benefits under DI and PFL.

Unemployment Insurance Benefits

Unemployment Insurance (UI) provides financial support to employees who are unemployed. This poster explains the requirements for UI benefits.

Discrimination and Harassment

Discrimination and harassment are prohibited under federal, state, and local laws. This poster explains the rights and protections for employees who experience discrimination or harassment.

Sexual Harassment

Sexual harassment is a form of discrimination based on sex. This poster explains the rights and protections for employees who experience sexual harassment.

No Smoking

California Labor Code 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.