California State Postings



The Division of Labor Standards Enforcement believes that the sample posting below meets the requirements of Labor Code Section 1102 8(a). This document must be printed to 8.5 x 14 inch paper with margins no larger than one-half inch in order to conform to the statutory requirement that the

WHISTLEBLOWERS ARE PROTECTED

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

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 employee's employment or place of employment.

A whistleblower can also be an employee who refuses to participate in an activity that would result in a violation of a state or federal statute, or a violation of or noncompliance with a local, state or federal rule or regulation.

What protections are afforded to whistleblowers?

- 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.

Under California Labor Code Section 1102.5, if an employer retaliates against a whistleblower, the employer may be required to reinstate the employee's employment and work benefits, pay lost wages, and take other steps necessary to comply with the law.

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 State Attorney General's Whistleblov Hotline at 1-800-952-5225. The Attorney General will refer your call to the appropriate government

Division of Labor Standards Enforcement

THIS POSTER MUST BE DISPLAYED WHERE EMPLOYEES CAN EASILY READ IT

(Poster may be printed on 81/2" x 11" letter size paper)

HEALTHY WORKPLACES / HEALTHY FAMILIES ACT OF 2014

PAID SICK LEAVE

- An employee who, on or after July 1, 2015, works in California for 30 or more days within a year from the beginning of employment is entitled to paid sick leave.
- · Paid sick leave accrues at the rate of one hour per every 30 hours worked, paid at the
- Accrued paid sick leave shall carry over to the following year of employment and may Accided paid six leaves shall carry over to the bloowing year of employment and may be capped at 48 hours or 6 days. However, subject to specified conditions, if an employer has a paid sick leave, paid leave or paid time off policy (PTO) that provides no less than 24 hours or three days of paid leave or paid time off, no accrual or carry over is required if the full amount of leave is received at the beginning of each year in accordance with the policy.

- An employee may use accrued paid sick days beginning on the 90th day of
- An employer shall provide paid sick days upon the oral or written request of an employee for themselves or a family member for the diagnosis, care or treatment of an existing health condition or preventive care, or specified purposes for an employee who is a victim of domestic violence, sexual assault, or stalking.
- An employer may limit the use of paid sick days to 24 hours or three days in each year

Retaliation or discrimination against an employee who requests paid sick days or uses paid sick days or both is prohibited. An employee can file a complaint with the Labor Commissioner against an employer who retaliates or discriminates against the employee.

For additional information you may contact your employer or the local office of the Labor Commissioner. Locate the office by looking at the list of offices on our website http://www.dir.ca.gow/discollatio/ciffices.htm using the alphabetical listing of cities, locations, and communities. Staff is available in person and by telephone.

YOUR RIGHTS AND OBLIGATIONS

NOTICE OBLIGATIONS AS AN EMPLOYEE

ADDITIONAL LEAVE UNDER THE CALIFORNIA FAMILY RIGHTS ACT (CSRA)

OUR EMPLOYER* HAS AN OBLIGATION TO:

OR PREGNANCY DISABILITY LEAVE

PREGNANCY DISABILITY LEAVE

THE RIGHTS OF EMPLOYEES

WHO ARE TRANSGENDER OR

GENDER NONCONFORMING

CALIFORNIA LAW PROTECTS TRANSGENDER AND GENDER NONCONFORMING PEOPLE FROM

TO FILE A COMPLAINT OF CAN Rights Department

NOTICE TO EMPLOYEES UNEMPLOYMENT

Hone to File a New DI Claim

TO FILE A COMPLAINT

CALIFORNIA

TO FILE A COMPLAINT

FAMILY CARE & MEDICAL LEAVE &

INSURANCE BENEFITS

Sexual Harassment:

Notice to Employers/Employees

ADD Explains

SAFETY AND HEALTH PROTECTION ON THE JOB Department of Industrial Mariation

EMERGENCY

HOSPITAL ALTERNATE

CAL/OSHA

Posting is regarded by Title 5 Section 1972 (c), California Cade of Regulations March, 1998

CALIFORNIA LAW PROHIBITS WORKPLACE

& HARASSMENT

DISCRIMINATION

GENDER DENTITY GENDER

FILING A COMPLAINT

PAYDAY NOTICE REGULAR PAYDAYS FOR EMPLOYEES OF

(FIRM NAME SHALL BE AS FOLLOWS

PLEASE POST

CALIFORNIA

California Minimum Wage

26 or More 25 or Fount 25 or More 25 or Fount Strationers Strationes Strationes Strationers Set.15 \$70.25 Set.85 Impos Impos Amen \$46.50 \$54.54 (week level) \$177.75 \$790.67 (week) (heath \$754.51 month \$1006.07 \$1002.56 \$1196.58 \$1006.07 \$1554.13 \$1106.50 feedb feedb feedb feedb feedb

Notice to Employees — Injuries Caused By Work

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