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 lettering be larger than size 14 point type.

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 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?

- 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
- 4. An employer may not retaliate against an employee for having exercised his or her rights as a leblower 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 Whistlehlower Hotline at 1-800-952-5225. The Attorney General will refer your call to the appropriate government authority for review and possible investigation.

Division of Labor Standards Enforcement

Labor Commissioner's Office

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: CALIFORNIA PAID SICK LEAVE

(as amended effective 1/1/2024)

- . 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 employee's regular wage rate. Accrual shall begin on the first day of employment or July 1, 2015, whichever is later. Accrued paid sick leave shall carry over to the following year of employment and may be capped at 80 hours or 10 days.
- An employer can also provide 5 days or 40 hours, whichever is greater, of paid sick leave "up-front" at the beginning of a 12-month period. No accrual or carry over is
- · Other accrual plans that meet specified conditions, including PTO plans, may also

Usage:

- An employee may use paid sick days beginning on the 90th day of employment.
- 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 40 hours or five days, whichever is

Retaliation or discrimination against an employee who requests paid sick days or uses paid neraliation of instrumental against an employee with requests part 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.

http://www.dir.ca.gov/dlse/DistrictOffices.htm using the alphabetical listing of cities, locations, and communities. Staff is available in person and by telephone.

DLSE Paid Sick Leave Posting

YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE (A) Civil Rights

ARE RECOVERING FROM CHILDBIRTH, PLEASE READ THIS NOTICE.

FAMILY CARE & MEDICAL LEAVE & PREGNANCY DISABILITY LEAVE

TO FILE A COMPLAINT

TO FILE A COMPLAINT Clivil Rights Department calciviligits.cs.gov/complaintp 708 Pres: 800.884.1684 / TTY: 1 California Relay Service (711)

THE RIGHTS OF EMPLOYEES

WHO ARE TRANSGENDER OR

GENDER NONCONFORMING CALIFORNIA LAW PROTECTS TRANSGENDER AND GENDER NONCONFORMING PEOPLE FROM RETALIATION AT WORK, THESE PROTECTIONS

HINGS YOU NEED TO KNOW

Civil Rights Departmen

Civil Rights Department

This Posting is for Informational Purposes Only

CALIFORNIA

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SAFETY AND HEALTH PROTECTION ON THE JOB



WHAT AN EMPLOYER MUST DO

Unemployment Insurance Funded entirely by employer's taxes Provides partial wage replacement when you are unemployed or your hours are reduced due to no fault of your own. You must meet all eligibility requirements to

Visit File for Unemployment (edd.ca.gov/unemployment) to learn how to apply for benefits.

Your employer is registered with and reporting wages to the Employment Development Department (EDD) as required by law. Wages are used for the following benefit programs, which are available to you.

EDD Development Department

Disability Insurance

Notice to

Employees

Visit Disability Insurance

Paid Family Leave Provides partial wage replacement when you need to take time off work to:

- Care for a seriously ill family member. Bond with a new child.
- Participate in a qualifying event because of a family member's military deployment to a foreign country.

Visit <u>California Paid Family Leave</u> (edd.ca.gowPaidFamilyLeave) to learn how to apply for

Note: Some employees may be exempt from coverage by the above insurance programs. It is illegal to make a false statement or to withhold facts to claim benefits. For additional information, visit the <u>EDD</u> (edd.ca.gov).

NOTICE TO EMPLOYEES UNEMPLOYMENT **INSURANCE BENEFITS**

Unemployed or working less than full-time.

 Out of work due to no fault of your own and physically able to work, ready to accept work, and looking for work nployees of Educational Institutions:

imployees of Educational Institutions:

Unemployment Insurance benefits based on verges earned white employed by a public or nonprofit educational institution may not be paid during a school recess peried if the employee has reasonable seasonate for lenting to the employee has reasonable seasonate for lenting to the employee has reasonable seasonate for lenting to the employment insurance foote section 125-33, Benefits based on other covered engingment may be payable during recess periods if the unemployed individual is in all other respects eligible, and the wages emend in other covered employment are sufficient to establish an Unemployment Issurance claim after executing wages earned from a public or nonprofit educational institution(s).

www.edd.ca.gov/UI_Online.

You may also file for Unemployment Insurance by calling toll-free from anywhere in the U.S. at:

EDD representatives are available Monday through Friday between 8 a.m. and 12 noon (Pacific Time).

Sexual Harassment:

Notice to Employers/Employees

EMPLOYEES ALSO HAVE RESPONSIBILITIES:

DIVISION OF OCCUPATIONAL SAFETY AND HEALTH (CAL/OSHA) IQUARTERS: 1515 Clay Street, Ste. 1901, Oakland, CA 94612 - Telephone (510) 289

EMERGENCY

AMBULANCE: PHYSICIAN POLICE:

DISCRIMINATION & HARASSMENT

WHEN CAL/OSHA COMES TO THE WORKPLACE:

Posting is required by Title & Section 1512 (e), California Code of Regulations March 1990

CAL/OSHA

grooming practices)

REPRODUCTIVE HEALTH
DECISIONMAKING

HARASSMENT

ADDITIONAL PROTECTIONS

EMEDIES/FILING A COMPLAINT

PAYDAY NOTICE

REGULAR PAYDAYS FOR EMPLOYEES OF

SHALL BE AS FOLLOWS: THIS IS IN ACCORDANCE WITH SECTIONS 204, 204A, 204B, 205 AND 205.5 OF THE CALIFORNIA LABOR CODE

PLEASE POST

Effective January 1, 202 Minimum Wage: \$15.50 per hour

CALIFORNIA

EFFECTIVE: JANUARY 1, 2021 JANUARY 1, 2022 JANUARY 1, 2023 \$65.83 \$61.13 Assek Aweek \$70.53 \$65.83 Amonik Awanik \$734.21 /month \$790.67 /month \$875.33 /reorth \$903.60 /month \$1,336.65 /month \$1,294.83 \$1,169.59 \$1,085.07 /month /month \$1,253.10 \$1,169.59 /month /month

California Minimum Wage

STATE OF CALIFORNIA • DEPARTMENT OF INDUSTRIAL RELATIONS

Employers / Employees This Posting is for Informational Purposes Only

AN Effective Date:	_ MPN
you need help locating an MPN physician, call your MPN access assistant a	

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MB-CA Compliance Date January 2024

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