

California State Postings



The Labor Commissioner's Office provides the model posting below which meets the requirements of Labor Code Section 1102.8(a)-(b) under AB 2299 (Ch. 105, Stats. 2024), effective 1/1/2025. 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, 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 1100.6)

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.

An employee is also considered a whistleblower and protected when the employer believes the employee engaged in or will exercise protected activity. 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 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.

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 civil monetary penalties, 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 Whistleblower Hotline at 1-800-952-5225.

The Attorney General's Office will refer you 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 8 1/2" x 11" letter size paper)

HEALTHY WORKPLACES/HEALTHY FAMILIES ACT: CALIFORNIA PAID SICK LEAVE (as amended effective 1/1/2024)

Entitlement:

1. 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.
2. 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.
3. 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 required.
4. Other accrual plans that meet specified conditions, including PTO plans, may also satisfy the requirements.

Usage:

1. An employee may use paid sick days beginning on the 90th day of employment.
2. 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.
3. An employer may limit the use of paid sick days to 40 hours or five days, whichever is greater, in each year of employment.

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.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

11/2023

YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE

IF YOU ARE PREGNANT, HAVE A PREGNANCY-RELATED MEDICAL CONDITION, OR ARE RECOVERING FROM CHILDBIRTH, PLEASE READ THIS NOTICE.

- **YOUR EMPLOYER HAS AN OBLIGATION TO:**
 - Reasonably accommodate your medical needs related to pregnancy, childbirth, or a pregnancy-related medical condition, or recovery from childbirth, unless you are unable to perform your essential job functions.
 - Provide you with pregnancy disability leave (PDL) or, if that month's the waiting period for PDL, provide you with unpaid leave for pregnancy or a certain condition, or a combination of both. Pregnancy, however, does not qualify as a "serious medical condition" for purposes of the Family and Medical Leave Act (FMLA).
 - Provide a reasonable amount of time to take a break or a rest period in order to use the restroom or to breastfeed your child.
 - Provide a reasonable amount of time to take a break or a rest period in order to use the restroom or to breastfeed your child.

FOR PREGNANT EMPLOYEE LEAVE

1. PDL is available for an individual pregnant woman for the period of time that she is disabled by pregnancy, childbirth, or a related medical condition. Your employer must provide PDL for the entire duration of your pregnancy, childbirth, or a related medical condition, unless you are unable to perform your essential job functions.
2. Once your employer has been notified that you need PDL, your employer must provide PDL for the entire duration of your pregnancy, childbirth, or a related medical condition, unless you are unable to perform your essential job functions.
3. Your employer may require you to provide medical certification from a licensed health care provider to support your need for PDL.
4. Your employer may require you to provide medical certification from a licensed health care provider to support your need for PDL.
5. Your employer may require you to provide medical certification from a licensed health care provider to support your need for PDL.

TO FILE A COMPLAINT

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

Notice to Employees

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.

Unemployment Insurance

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 receive unemployment benefits.

Disability Insurance

Provides partial wage replacement when you are unable to work because of a non-work-related illness, injury, pregnancy, or disability. You must meet all eligibility requirements to receive disability benefits.

Family Leave

Provides partial wage replacement when you need to take time off work for:

- 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 California Paid Family Leave

Visit www.dir.ca.gov/PaidFamilyLeave to learn how to apply for benefits.

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 EDD (eddc.ca.gov).

The EDD is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made by calling 1-866-489-8870 (toll-free).

TTY users, please call the California Relay at 800-735-1122

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225.

FOR PREGNANT EMPLOYEE LEAVE

For more information, visit www.dir.ca.gov/dlse or call 1-800-952-5225. You may also file a complaint with the Labor Commissioner's Office. For more information, visit www.dir.ca.gov/dlse or call 1-800-95