

California's Federal Employment Notices

SAFETY AND HEALTH PROTECTION ON THE JOB

OSHA requires that reproductions or facsimiles of the poster be at least 6" x 14" inches with 10 point type. 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.

WHAT AN EMPLOYER MUST DO: All employers must provide work conditions that are safe and healthful. Cal/OSHA may issue a citation for safety or health violations. WHAT AN EMPLOYER SHOULD NEVER DO: Never allow an employee to perform hazardous work without providing adequate training and supervision.

Call the FREE Worker Information Helpline - (866) 924-9757

DIVISION OF OCCUPATIONAL SAFETY AND HEALTH (CAL/OSHA) HEADQUARTERS: 1515 Clay Street, Ste. 1901, Oakland, CA 94612 - Telephone (510) 286-7000

- District Offices: Alameda County, 3419 Broadway St., Ste. 408, Alameda 94601 (907) 649-3700; Berkeley, 7719 Meany Ave., Berkeley 94705 (616) 588-6400; Contra Costa, 1500 Lakeside Blvd., Ste. 201, Fremont 94538 (510) 774-3812; Fresno, 2954 McKee Center Dr., Ste. 310, Fresno 93721 (559) 455-2321; Los Angeles, 320 West Fourth St., Rm. 820, Los Angeles 90013 (213) 473-7199; Monterey Park, 800 Royal Oaks Dr., Ste. 105, Monterey Park 91764 (626) 345-7919; Oakland, 1515 Clay Street, Ste. 1303, Box 41, Oakland 94612 (510) 224-4743; Sacramento, 1750 Howe Ave., Ste. 430, Sacramento 95825 (916) 263-2800; San Bernardino, 464 West Fourth St., Ste. 352, San Bernardino 92402 (909) 383-4231; San Diego, 6775 Metropolitan Dr., Ste. 202, San Diego 92108 (619) 787-2285; Santa Ana, 881 Huerfano Dr., Redlands 91753 (714) 556-4417; Van Nuys, 6150 Van Nuys Blvd., Ste. 405, Van Nuys 91411 (818) 901-5443

Federal Minimum Wage

The law requires employers to display this poster so employees can readily see it. For all 15 states the regular rate of pay for hours worked over 40 in a workweek.

Table with 2 columns: State and Minimum Wage. Includes states like Alaska, Arkansas, Arizona, California, Colorado, Connecticut, Delaware, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin, Wyoming.

Equal Employment Opportunity

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against in a job that is protected by a Federal law, you may file a charge with EEOC.

- Who is Protected? Employees (current and former), including managers and temporary employees. What Organizations are Covered? Most private employers, State and local governments, labor organizations, Federal contractors. What Types of Employment Discrimination are Prohibited? Race, sex, religion, national origin, age, disability, genetic information, pregnancy, marital status, and other characteristics.

Sexual Harassment

Sexual harassment is a form of discrimination based on sex. It includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Transgender Rights in the Workplace

The rights of employees include transgender or gender nonconforming people. This notice explains the rights of transgender and gender nonconforming people in the workplace.

Medical and Exposure Records

Medical records and records of exposure to substances used in the workplace are important for the health and safety of employees.

Notice of Withholding

Your employer must send you a copy of your employer's Withholding Affidavit Form W-4 (Federal or State) if you are not currently withholding taxes from your pay.

Emergency Notice

Emergency notice is required for certain types of workplace incidents, such as fires, earthquakes, or other emergencies.

Discrimination and Harassment

Discrimination and harassment are prohibited in the workplace. This notice explains the rights of employees who have been discriminated against or harassed.

California Minimum Wage

Effective January 1, 2023, Minimum Wage \$15.50 per hour. This poster explains the minimum wage and overtime pay requirements for employees in California.

Table showing minimum wage rates for different employee categories: 25 or Fewer Employees, 26 or More Employees. Rates range from \$11.02 to \$15.50 per hour.

Family Medical Leave Act

The Family Medical Leave Act (FMLA) allows eligible employees to take unpaid, job-protected leave for certain family and medical reasons.

Eligible employees are those who have worked for their employer for at least one year and have worked at least 1,250 hours during the previous 12 months.

USERRA

The Uniformed Services Former Fights Act (USERRA) provides job protection and benefits for military service members and their families.

USERRA covers military service members who are discharged from active duty and return to civilian employment. It provides for reinstatement and compensation.

Family Care and Medical Leave (CFRA Leave)

Family Care and Medical Leave (CFRA) allows eligible employees to take unpaid, job-protected leave for family care or medical reasons.

CFRA leave is available for eligible employees who have worked for their employer for at least one year and have worked at least 1,250 hours during the previous 12 months.

Workers' Compensation

Workers' compensation provides benefits to employees who are injured or become disabled as a result of their work.

Workers' compensation covers medical expenses, disability benefits, and death benefits for eligible employees.

Unemployment Insurance

Unemployment insurance (UI) provides temporary financial assistance to eligible workers who are unemployed through no fault of their own.

UI benefits are available to eligible workers who have earned enough wages and contributed enough to the unemployment insurance system.

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Whistleblowers' Protection

Whistleblowers are protected from retaliation for reporting workplace violations. This notice explains the rights of whistleblowers.

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.

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, 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.

Your Rights and Obligations as a Pregnant Employee

Your employer has an obligation to provide reasonable accommodations for pregnant employees. This notice explains the rights and obligations of pregnant employees.

Pregnant employees are entitled to reasonable accommodations, such as modified work schedules, to ensure they can continue to work safely.

Additional Information

For more information about your rights and obligations, contact the California Department of Industrial Relations or the EEOC.

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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 1106]

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. Whistleblower to encourage safety or health, unsafe working conditions or work practices in the employee'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. 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 local, state or federal rule or regulation.

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.

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ProService HAWAII HR that powers your business. Call 1-888-488-7878 or ORDER at STATEOFFEDERALPOSTER.COM

MAKING UNAUTHORIZED COPIES IS AGAINST THE LAW AND MAY SUBJECT YOU TO CIVIL AND CRIMINAL LIABILITY. Department of Industrial Relations, 1515 Clay Street, Ste. 1901, Oakland, CA 94612

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.