

Minimum Wage

Amended General Minimum Wage Order and WAC Industry and Occupation Orders

PLEASE POST NEXT TO YOUR WAC OR INDUSTRY OCCUPATION ORDER

OFFICIAL NOTICE

California Minimum Wage

NW-2023

Every employer, regardless of the number of employees, shall pay to each employee wages not less than the following:

Effective January 1, 2023 Minimum Wage \$15.50 per hour

PREVIOUS YEARS		
EFFECTIVE DATE	Employers with 25 or Fewer Employees*	Employers with 26 or More Employees*
January 1, 2022	\$14.00	\$15.00
January 1, 2021	\$13.00	\$14.00
January 1, 2020	\$12.00	\$13.00

*Employers treated an employer by a single qualified taxpayer pursuant to Revenue and Lawton Code section 23626 are treated as employers and are subject to the minimum wage and overtime and representative of persons working in industries and occupations in the State of California.

SUMMARY OF ACTIONS

SBCE NOTICE on April 1, 2024, the Governor of California signed legislation passed by the California Legislature, raising the minimum wage for all industries. SBCE 12023, amending Section 1182.12 of the California Labor Code. Pursuant to this authority the Department of Industrial Relations revised and reissued Sections 2.1, 3, and 4 of the General Minimum Wage Order, MW-2022, Section 1, Applicability, and Section 4, Separability, have not been changed. Consistent with this act, amendments are made to the minimum wage, and the meals and lodging orders sections of all of the WACs Industry and occupation orders.

This summary must be made available to employees in accordance with the WAC orders. Copies of the full text of the amended wage orders may be obtained by downloading the information and representative of persons working in industries and occupations in the State of California. <https://www.dir.ca.gov/industryorders.htm> or by contacting your local Division of Labor Standards Enforcement office.

1. **APPLICABILITY**
This summary must be made available to employees in accordance with the WAC orders. Copies of the full text of the amended wage orders may be obtained by downloading the information and representative of persons working in industries and occupations in the State of California. <https://www.dir.ca.gov/industryorders.htm> or by contacting your local Division of Labor Standards Enforcement office.

2. **MINIMUM WAGES**
Every employer shall pay to each employee wages not less than those stated above, on each effective date, per hour for all hours worked.

3. **MEALS AND LODGING CREDITS - TABLE**
When credit for meals or lodging is used to meet the employer's minimum wage obligation, the amounts so credited pursuant to a voluntary written agreement as to not be of the following:

NOTICE: This state has its own minimum wage law. Employers are also required to display the Federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

Pregnancy Rights

YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE

If the need for the reasonable accommodation, transfer, or PDL is foreseeable, as is so as practicable if the need is an emergency or unforeseeable.

1. **REASONABLE ACCOMMODATION**
Your employer must make reasonable accommodations to your health care provider. Except in a medical emergency where there is no time to obtain it, your employer may require you to supply a written medical certification from your health care provider of the medical need for your reasonable accommodation, transfer or PDL. If the need is an emergency or unforeseeable, you must provide this certification within the time frame your employer requires, unless it is not practicable for you to do so under the circumstances despite your diligent good faith efforts. Your employer must provide at least 15 calendar days prior to your transfer or PDL. Your employer must provide a copy of a medical certification from your health care provider to you.

2. **REASONABLE ACCOMMODATION**
Your employer must make reasonable accommodations to your health care provider or the birth, adoption, or foster care placement of a child.

3. **REASONABLE ACCOMMODATION**
Your employer must make reasonable accommodations to your health care provider or the birth, adoption, or foster care placement of a child.

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5. **REASONABLE ACCOMMODATION**
Your employer must make reasonable accommodations to your health care provider or the birth, adoption, or foster care placement of a child.

FOR PREGNANT DISABILITY LEAVE

Under California law, an employer may have the right to take job-protection leave for an employee who is pregnant or recovering from childbirth, or has a serious health condition or is bound with a new child or with adoption, or foster care. California law also requires employers to provide job-protected leave and accommodations to employees who are disabled by pregnancy, childbirth, or a related medical condition.

Under the California Family Rights Act (CFRA), many employers have the right to provide job-protected leave for an employee who is pregnant or recovering from childbirth, or has a serious health condition or is bound with a new child or with adoption, or foster care. California law also requires employers to provide job-protected leave and accommodations to employees who are disabled by pregnancy, childbirth, or a related medical condition.

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NOTICE OBLIGATIONS AS AN EMPLOYEE

Give your employer reasonable notice. To receive reasonable accommodation, advice a transfer, or take PDL, you must give your employer sufficient notice to your employer to make appropriate plans. Sufficient notice means 30 days advance notice.

Unemployment Ins.

This employer is registered under the California Unemployment Insurance Code and is reporting wage credits to the Employment Development Department (EDD) that are being accumulated for you to be used as a basis for Unemployment Insurance benefits.

You may be eligible to receive Unemployment Insurance benefits if you are:

- able to work and actively seeking work
- able to work and actively seeking work
- able to work and actively seeking work

The fastest way to file for Unemployment Insurance (UI) is with UI Online at www.edd.ca.gov/UI/Online.

You may also file for Unemployment Insurance by calling toll-free from anywhere in the U.S. at 1-800-848-1464.

Employees of Educational Institutions:

Unemployment Insurance benefits based on wages earned while employed by a public or non-profit educational institution may be paid during a school recess period. The employer has reasonable assurance to work at the end of the recess period (California Unemployment Insurance Code section 1253.3). Benefits based on other covered employment may be paid during a school recess period if the employee is not employed in that other covered employment at the end of the recess period. An employee who is not employed in that other covered employment at the end of the recess period is not eligible for unemployment insurance benefits based on that other covered employment.

Emergency

Department of Industrial Relations - CAL/OSHA
Emergency Contact Information

EMERGENCY

Posting is required by Title 8 Section 1512 (e), California Code of Regulations

State of California
Department of Industrial Relations
CAL/OSHA Publications
DOSH@california.gov

Emergency

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Workers' Comp.

Department of Industrial Relations - Division of Workers' Compensation

Notice to Employees - Injuries Caused by Work

You may be entitled to workers' compensation benefits if you are injured or become ill because of your job. Workers' compensation covers most work-related physical or mental injuries and illnesses. An injury or illness can be caused by one event such as having your back or fall, or by repeated exposures (such as having your wrist from doing the same motion over and over).

Benefits: Workers' compensation benefits include:

- Medical Care:** Doctor visits, hospital services, physical therapy, lab tests, x-rays, medicines, medical equipment and travel costs that are necessary to treat your injury. You should wear a belt. There are limits on therapeutic, physical therapy and occupational therapy.
- Temporary Disability (TD) Benefits:** Payments if you lose wages while recovering from your injuries. TD benefits may be paid for more than 104 weeks.
- Permanent Disability (PD) Benefits:** Payments if you do not recover completely and your injury causes a permanent loss of mental function that a doctor can measure.
- Supplemental Job Displacement Benefits:** A nontransferable voucher. If you are injured on or after 1/1/2004, your injury causes permanent disability, and your employer does not supply retraining, modified, or alternative work.
- Death Benefits:** Paid to your dependents if you die from a work-related injury or illness.
- Funeral Expenses:** Workers' Compensation may pay for funeral expenses up to \$10,000.
- Notice to Employees:** You may be able to choose the doctor who will treat you for a job-related injury. If eligible, you may have an employer in writing, the name and address of your personal physician or medical group before you are injured. You must obtain their agreement to treat you for your work injury. For instructions, see the information brochure about workers' compensation that your employer is required to give to new employees.

If You Get Hurt:

- Get Medical Care.** If you need emergency care, call 911 to help immediately from the hospital, ambulance, fire department or police department. If you need first aid, contact your employer.
- Report Your Injury.** Report the injury immediately to your supervisor or to an employer representative. Don't delay. There are time limits. You will not lose wages for reporting the injury. Your employer is required to provide you with a claim form within one working day after learning about the injury. Within one working day after you file the claim form, your employer or claims administrator should advise the provision of all treatment, up to ten thousand dollars, consistent with the applicable treatment guidelines, for your alleged injury until the claim is accepted or rejected.
- See Your Primary Treating Physician (PTP).** This is the doctor with overall responsibility for treating your injury or illness.

Discontinuation: It is illegal for your employer to punish or fire you for having a work injury or illness, for filing a claim, or for trying to sue your employer for workers' compensation. If you are fired, you may receive lost wages, job reinstatement, increased benefits, and costs that are more than 104 weeks.

Questions? Learn more about workers' compensation by reading the information that your employer is required to give you at the time of hire. If you have questions, see your employer or the claim administrator (who handles workers' compensation claims for your employer).

CLASS ADMINISTRATION

Phone: _____

WORKERS' COMPENSATION NUMBER: _____ (Enter "self-insured" if appropriate)

You can get free information from a State Division of Workers' Compensation Information (DWCI) Assistance Office. The nearest Information & Assistance Office can be found at location:

or by calling toll-free (800) 736-7401. Learn more information about workers' compensation online: www.dir.ca.gov and access a useful booklet "Workers' Compensation in California: A Guidebook for Injured Workers."

Take claims and benefits seriously. Any person makes or causes to be made any knowingly false or fraudulent material statement or material representation for the purpose of obtaining or attempting to obtain workers' compensation benefits is guilty of a felony and may be fined and imprisoned.

Your employer may not be liable for the payment of workers' compensation benefits for any injury that arises from your voluntary participation in any off-duty, recreational, social, or athletic activity that is not part of your work-related duties.

Division of Labor Standards Enforcement, Office of the Labor Commissioner

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 OF 2014

PAID SICK LEAVE

Entitlement: 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.

- Accrued paid sick leave accrues at the rate of one hour for every 30 hours worked, paid at the employer's regular rate of pay. Accrual shall begin on the first day of employment.
- Accrued paid sick leave shall carry over to the following year of employment and may be capped at 96 hours per year.
- Accrued paid sick leave shall carry over to the following year of employment and may be capped at 96 hours per year.
- An employer may not require an employee to use accrued paid sick leave if the employee has not used the full amount of leave accrued during the year.

Use: An employer may use accrued paid sick days beginning on the 90th day of employment.

- An employer may not require an employee to use accrued paid sick leave if the employee has not used the full amount of leave accrued during the year.
- An employer may not require an employee to use accrued paid sick leave if the employee has not used the full amount of leave accrued during the year.

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

Family Care & Medical Leave & Pregnancy Disability Leave

Family Care & Medical Leave: Under the law, parents may request unpaid leave to care for a family member who has a serious health condition. Employees may choose their employer's family care leave or the federal FMLA leave. Employees may also be eligible for benefits administered by the Employment Development Department.

Pregnancy Disability Leave: Employees on CDRL leave may also be eligible for benefits administered by the Employment Development Department.

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

UI, DI, PFL

Employment Development Department

Notice to Employees:

This employer is registered with the Employment Development Department (EDD) as required by the California Unemployment Insurance Code and is reporting wage credits to the EDD that are being accumulated for you to be used as a basis for:

- Unemployment Insurance (UI)
- Disability Insurance (DI)
- Parent Family Leave (PFL)

UI - Unemployment Insurance
(funded entirely by employees' taxes)
Unemployment Insurance (UI) is paid for by your employer and provides partial income replacement when you are unemployed or your wages are reduced due to a total or partial job loss. In claim benefits payments you may be eligible for UI benefits if you are unemployed or your wages are reduced due to a total or partial job loss. In claim benefits payments you may be eligible for UI benefits if you are unemployed or your wages are reduced due to a total or partial job loss.

DI - Disability Insurance
(funded entirely by employees' contributions)
Disability Insurance (DI) is funded by employees' contributions and provides partial wage replacement benefits to eligible Californians who are unable to work due to a non-work related illness, injury, pregnancy, or disability. Your employer must provide the Disability Insurance Code (DI 2515) brochure, to newly hired employees and to each employee who is hired on or after 1/1/2012. For more information about PFL, visit www.dir.ca.gov or call 1-877-945-4747.

PFL - Parent Family Leave
(funded entirely by employees' contributions)
Parent Family Leave (PFL) is funded by employees' contributions and provides partial wage replacement benefits to eligible Californians who need time off work to care for a newborn or newly adopted child, or to care for a family member who has a serious health condition. PFL is available to parents who need time off work to care for a newborn or newly adopted child, or to care for a family member who has a serious health condition. PFL is available to parents who need time off work to care for a newborn or newly adopted child, or to care for a family member who has a serious health condition.

Transgender Rights

THE RIGHTS OF EMPLOYEES WHO ARE TRANSGENDER OR GENDER NONCONFORMING

Identity or gender expression. There are sometimes known as "birth" or "preferred" names and pronouns. For example, an employer does not need to have legally changed their name or birth certificate, nor have undergone any type of gender transition (such as surgery), to be a trans or non-binary person. An employer who does not have a trans or non-binary person as an employee or contractor should be aware of their own policies and procedures. An employer may be legally liable for using an employee's legal name in specific employment records, but not for legal obligations concerning the use of a legal name. Employees and contractors should be aware of their own policies and procedures. An employer may be legally liable for using an employee's legal name in specific employment records, but not for legal obligations concerning the use of a legal name. Employees and contractors should be aware of their own policies and procedures.

THINGS YOU NEED TO KNOW

- Does California law protect transgender and gender nonconforming employees from employment discrimination?**
Yes. All employees, job applicants, unpaid interns, volunteers, and contractors are protected from discrimination at work when based on a protected characteristic, such as their gender identity, gender expression, sexual orientation, race, or national origin. This means that private employers with 15 or more employees may not, for example, refuse to hire or promote someone because their gender identity or sex expression is not binary, or because they express their gender in non-stereotypical ways.
- Does California law protect transgender and gender nonconforming employees from harassment at work?**
Yes. All employees are protected from harassment or retaliation at work based on their gender identity, gender expression, sexual orientation, race, or national origin. This means that private employers with 15 or more employees may not, for example, refuse to hire or promote someone because their gender identity or sex expression is not binary, or because they express their gender in non-stereotypical ways.
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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 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:

- A violation of a state or federal statute,
- A violation or noncompliance with a local, state or federal rule or regulation, or
- 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 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.
- An employer may not retaliate against an employee who is a whistleblower.
- 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.
- 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 Whistleblower Hotline at 1-800-952-5225. The Attorney General will refer you call to the appropriate government authority for review and possible investigation.

Department of Industrial Relations - Division of Labor Standards Enforcement

Payday Notice

REGULAR PAYMENTS FOR EMPLOYEES OF _____ (FIRM NAME)

THIS IS IN ACCORDANCE WITH SECTIONS 204, 204A, 204B, 205, AND 205.5 OF THE CALIFORNIA LABOR CODE.

PLEASE POST

REV. 06/2002

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Department of Industrial Relations - CAL/OSHA

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 requirements and procedures to comply with the state's workplace safety and health standards and orders. The law requires that this poster be displayed. Failure to do so could result in a substantial penalty. CAL/OSHA standards can be found at www.dir.ca.gov or by contacting your local office.

WHAT AN EMPLOYER MUST DO:
All employers must provide work and workplaces that are safe and healthful. In other words, as the employer, you must follow state laws governing job safety and health. Failure to do so could result in a threat to the life or health of workers, and substantial monetary penalties.

You must display this poster in a conspicuous place where notices to employees are customarily posted so everyone on the job can be aware of basic rights and responsibilities.

You must have a written and effective Injury and Illness Prevention Program (IIPP) meeting the requirements of California Code of Regulations, title 8, section 3203 (www.dir.ca.gov/Title8/3203.html) and provide access to employees and their designated representatives.

You must be aware of hazards your employees face on the job and keep records showing that each employee has been trained in the hazards unique to each job assignment.

You must correct any hazardous condition that you know may result in injury or illness. Failure to do so could result in criminal charges, monetary penalties, and even incarceration.

You must notify a local CAL/OSHA district office of any serious injury or illness, or death, occurring on the job. Be sure to do this immediately after calling for emergency help to assist the injured employee. Failure to report a serious injury or illness, or death, within 8 hours can result in a minimum civil penalty of \$5,000.

WHAT AN EMPLOYER MUST NEVER DO:
Never permit an employee to work that violates CAL/OSHA workplace safety and health regulations. Never permit an employee to be exposed to harmful substances without providing adequate protection. Never allow an untrained employee to perform hazardous work.

EMPLOYEES HAVE CERTAIN WORKPLACE SAFETY & HEALTH RIGHTS:
As an employee, if you (or someone acting for you) have the right to file a confidential complaint and request an inspection of your workplace if you believe conditions there are unsafe or unhealthful. This is done by contacting the local CAL/OSHA district office (see below). Your name is not revealed by CAL/OSHA, unless you request otherwise.

You also have the right to bring unsafe or unhealthful conditions to the attention of the CAL/OSHA investigator inspecting your workplace.

You and your designated representative have the right to access the employer's IIPP. Any employee has the right to refuse to perform work that would violate occupational safety and health standards and orders where such violation would create a real and apparent hazard to the employee or other employees.

You may not be fired or punished in any way for filing a complaint about unsafe or unhealthful working conditions, or for otherwise exercising your rights to a safe and healthful workplace. If you feel that you have been fired or punished for exercising your rights, you may file a complaint about this type of discrimination by contacting the nearest office of the California Department of Industrial Relations, Division of Labor Standards Enforcement (Labor Commissioner's Office) or the San Francisco office of the U.S. Department of Labor, Occupational Safety and Health Administration. Employees of State or local government agencies may only file such complaints with the California Labor Commissioner's Office. Consult your local telephone directory for the office nearest you.

EMPLOYEES ALSO HAVE RESPONSIBILITIES:
To keep the workplace and your coworkers safe, you should tell your employer about any hazard that could be a safety or health hazard. While working, you must always obey state workplace safety and health laws.

Call the FREE Worker Information Helpline - (833) 579-0927

DIVISION OF OCCUPATIONAL SAFETY AND HEALTH (CAL/OSHA)

HEADQUARTERS: 1515 Clay Street, Ste. 1901, Oakland, CA 94612 | Telephone (510) 286-7000

District Offices			
American Canyon	3419 Broadway St., Ste. H8, American Canyon 94903	(707) 649-3700	
Bakersfield	7718 Meany Ave., Bakersfield 93308	(661) 586-6400	
Foster City	1065 East Hillsdale Blvd., Ste. 110, Foster City 94044	(650) 573-3812	
Fremont	39141 Civic Center Dr., Ste. 301, Fremont 94538	(510) 794-2521	
Fresno	2550 Mariposa St., Rm. 4000, Fresno 93721	(559) 445-5302	
Long Beach	1500 Hughes Way, Suite C-201, Long Beach 90810	(424) 506-2630	
Los Angeles	320 West 6th St., Rm. 820, Los Angeles 90012	(213) 576-7415	
Modesto	4206 Technology Dr., Ste. 3, Modesto 95356	(209) 545-7310	
Monrovia	800 Royal Oaks Dr., Ste. 105, Monrovia 91016	(626) 239-0369	
Oakland	1515 Clay St., Ste. 1103, Oakland 94612	(510) 622-4619	
Redding	381 Hemet Dr., Redding 96002	(530) 224-4743	
Sacramento	1750 Howe Ave., Ste. 430, Sacramento 95825	(916) 263-2800	
San Bernardino	464 West Fourth St., Ste. 332, San Bernardino 92401	(909) 383-4321	
San Diego	7575 Metropolitan Dr., Ste. 207, San Diego 92108	(619) 767-2280	
San Francisco	455 Golden Gate Ave., Rm. 9516, San Francisco 94102	(415) 557-0100	
Santa Ana	2 MacArthur Place, Ste. 220, Santa Ana 92707	(714) 558-4451	
San Ysabel	6150 Van Noy Blvd., Ste. 405, Van Noy 91401	(818) 901-5403	
Regional Offices			
San Francisco	455 Golden Gate Ave., Rm. 9516, San Francisco 94102	(415) 557-0300	
Sacramento	1750 Howe Ave., Ste. 440, Sacramento 95825	(916) 263-2803	
Santa Ana	2 MacArthur Place, Ste. 220, Santa Ana 92707	(714) 558-4300	
Monrovia	800 Royal Oaks Dr., Ste. 105, Monrovia 91016	(626) 471-9122	
Cal OSHA Consultation Services			
Field / Area Offices			
Fresno / Central Valley	2550 Mariposa Mall, Rm. 2005, Fresno 93721	(559) 445-6800	
Los Angeles / Orange County	1 Centerville Ct., Ste. 190, La Palma 92653	(714) 562-5255	
Oakland / Bay Area	1515 Clay St., Ste. 1103, Oakland 94612	(510) 622-2891	
San Francisco / Northern Bay	1750 Howe Ave., Ste. 400, Sacramento 95825	(916) 263-0704	
San Bernardino	464 West Fourth St., Ste. 339, San Bernardino 92401	(909) 383-4567	
San Diego / Imperial County	7575 Metropolitan Dr., Ste. 204, San Diego 92108	(619) 767-2600	
San Fernando Valley	6150 Van Noy Blvd., Ste. 307, Van Noy 91401	(818) 901-5754	
Consultation Region Office			
Fresno	2550 Mariposa Mall, Rm. 2005, Fresno 93721	(559) 445-6800	

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 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:

- A violation of a state or federal statute,
- A violation or noncompliance with a local, state or federal rule or regulation, or
- 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 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.
- An employer may not retaliate against an employee who is a whistleblower.
- 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.
- 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 Whistleblower Hotline at 1-800-952-5225. The Attorney General will refer you call to the appropriate government authority for review and possible investigation.

Department of Industrial Relations - Division of Labor Standards Enforcement

Payday Notice

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THIS IS IN ACCORDANCE WITH SECTIONS 204, 204A, 204B, 205, AND 205.5 OF THE CALIFORNIA LABOR CODE.

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REV. 06/2002

Department of Industrial Relations - CAL/OSHA

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EMERGENCY

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DOSH@california.gov

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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 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:

- A violation of a state or federal statute,
- A violation or noncompliance with a local, state or federal rule or regulation, or
- 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 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.
- An employer may not retaliate against an employee who is a whistleblower.
- 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.
- 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 Whistleblower Hotline at 1-800-952-5225. The Attorney General will refer you call to the appropriate government authority for review and possible investigation.

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