

California State Families



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, 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. 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?

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 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 employee 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 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 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.

YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE

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

- YOUR EMPLOYER HAS AN OBLIGATION TO:**
- Reasonably accommodate your medical needs related to pregnancy, childbirth, or related medical conditions, unless doing so would cause undue hardship on your employer.
 - Provide you with pregnancy disability leave (PDL) of up to four months the working day immediately before the start of the period of disability and extend it to a year when you are on a longer disability leave program or in certain circumstances. You may be eligible for PDL if you are unable to perform your usual job duties because of pregnancy, childbirth, or related medical conditions.
 - Provide a reasonable amount of time and space for you to use other facilities in close proximity to the employer's worksite to breast breast milk or pump as both in the 48th and 50th sections.
 - Make reasonable efforts to maintain the level of pregnancy.

FOR PREGNANCY DISABILITY LEAVE

- PDL will be an unpaid leave of absence for the period of time that you are disabled by pregnancy, childbirth, or related medical conditions. You may not be able to take PDL if you are on a leave of absence for another reason.
- Once your employer has been informed you need to take PDL, your employer must determine whether you are eligible to take PDL. Your employer may require you to submit written medical certification from a health care provider before PDL. Your employer may require you to be on PDL for at least 15 consecutive workdays.
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ADDITIONAL LEAVE UNDER THE CALIFORNIA FAMILY RIGHTS ACT (CFRA)
Under CFRA, you are entitled to up to 12 weeks of unpaid leave for the care of a family member who is unable to care for themselves because of a serious health condition. This leave is in addition to PDL. Your employer may require you to be on PDL for at least 15 consecutive workdays.

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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
Unemployment insurance (UI) benefits for employees. Unemployment insurance (UI) is paid for by your employer and provides partial income replacement when you are unemployed or your hours are reduced due to a layoff or other cause. You may be eligible for UI benefits if you are unemployed or your hours are reduced due to a layoff or other cause.

Out-of-State Disability
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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 order to be safe and healthy on the job. For more information, visit the Cal/OSHA website at www.dir.ca.gov/dosh/osh/whysure.htm.

WHAT AN EMPLOYER MUST DO:
Employers must provide a safe and healthy work environment for their employees. This includes providing training and information to employees about workplace safety and health hazards. Employers must also provide personal protective equipment (PPE) to employees who are exposed to workplace safety and health hazards.

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CALIFORNIA LAW PROHIBITS WORKPLACE DISCRIMINATION & HARASSMENT

The California Civil Rights Department (CRD) enforces laws that protect you from illegal discrimination and harassment in employment based on your actual or perceived:

- ANCESTRY
- AGE (40 and above)
- COLOR
- DISABILITY (physical, developmental, mental, health/psychiatric, HIV and AIDS)
- GENDER INFORMATION
- GENDER EXPRESSION
- SEXUAL ORIENTATION
- MARITAL STATUS
- MEDICAL CONDITION (genetic characteristics, cancer, or a record/history of cancer)
- SEXUAL ORIENTATION

WHEN CALIFORNIA COMES TO THE WORKPLACE:
A harasser is someone who engages in unwelcome conduct that is based on your actual or perceived characteristics. Harassment can be verbal, physical, or visual. Harassment can be subtle or overt. Harassment can be a single incident or a pattern of behavior. Harassment can be a condition of employment.

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