

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, 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]

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 local, 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 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 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:

- 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 required.
 - Other accrual plans that meet specified conditions, including PTO plans, may also satisfy the requirements.
- 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 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 employer 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 concerning pregnancy disability, if you are unable to perform your essential job functions.
- Provide you with a written notice of your rights and obligations under this law.
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FOR PREGNANCY DISABILITY LEAVE

REGULATORY AND PREGNANT EMPLOYEES: You are entitled to 10 weeks of pregnancy disability leave (PDL) to care for yourself or your child before or after childbirth. This leave is in addition to any other leave you may be entitled to. You may be eligible for PDL if you are unable to perform your essential job functions because of a pregnancy-related medical condition, or if you are recovering from childbirth or a pregnancy-related medical condition.

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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 used to fund your benefits.

Unemployment Insurance (UI)
Unemployment Insurance (UI) is paid for your employer and provides partial income replacement when you are unemployed for a period of time.

Disability Insurance (DI)
Disability Insurance (DI) is paid for your employer and provides partial income replacement when you are unable to work due to a disability.

Family Care Leave (FCL)
Family Care Leave (FCL) is paid for your employer and provides partial income replacement when you are unable to work due to a family care emergency.

Additional Leave Under the California Family Rights Act (CFRPA)
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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 Director of Occupational Safety and Health (OSHA). The purpose of these laws is to ensure that employers and employees work together to prevent and reduce workplace safety and health hazards. OSHA is part of the U.S. Department of Labor. For more information, visit www.osha-slc.com.

WHY AN EMPLOYER MUST DO THIS:
Employers are required to provide a safe and healthy workplace for their employees. This includes identifying and eliminating safety and health hazards, providing training and education, and enforcing safety and health rules.

WHY AN EMPLOYEE MUST DO THIS:
Employees are required to follow safety and health rules and procedures, use safety equipment, and report safety and health hazards to their supervisors.

WHY A UNION MUST DO THIS:
Unions are required to ensure that their members are protected from safety and health hazards and to provide training and education to their members.

WHY A GOVERNMENT AGENCY MUST DO THIS:
Government agencies are required to enforce safety and health laws and regulations, and to provide training and education to their employees.

WHY A COMMUNITY ORGANIZATION MUST DO THIS:
Community organizations are required to provide training and education to their members, and to enforce safety and health rules.

WHY A PROFESSIONAL ORGANIZATION MUST DO THIS:
Professional organizations are required to provide training and education to their members, and to enforce safety and health rules.

WHY A LABOR ORGANIZATION MUST DO THIS:
Labor organizations are required to provide training and education to their members, and to enforce safety and health rules.

WHY A TRADE ASSOCIATION MUST DO THIS:
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CALIFORNIA

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:

• AGE (40 and above) • NATIONAL ORIGIN/ETHNICITY

• COLOR • MILITARY OR VETERAN STATUS

• DISABILITY (physical, developmental, mental, or emotional) • SEX • SEXUAL ORIENTATION

• GENETIC INFORMATION • GENDER EXPRESSION

• RELIGION (includes belief, practices, and observance) • RACE (includes hair texture and style)

• REGION (includes religious beliefs and practices) • REPRODUCTIVE HEALTH DECISIONMAKING

• SEXUAL ORIENTATION (includes gender characteristics, history, or a current or former status as a transgender, transsexual, or gender non-conforming person) • SEXUAL ORIENTATION (includes gender characteristics, history, or a current or former status as a transgender, transsexual, or gender non-conforming person)

THE CALIFORNIA FAIR EMPLOYMENT AND HOUSING ACT AND ITS IMPLEMENTING REGULATIONS PROTECT YOUR RIGHTS AT WORK.

HARASSMENT
1. The law prohibits harassment of employees, applicants, vendors, customers, or the general public based on any of the protected characteristics listed above. Harassment includes verbal abuse, threats, or other conduct that creates a hostile or abusive work environment.

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