

Minimum Wage Department of Industrial Relations Amends General Minimum Wage and IW Industry and Occupation Orders

Effective January 1, 2024	Effective January 1, 2023	Effective January 1, 2022
\$14.00	\$13.00	\$12.00

PREVIOUS YEARS

Effective Date	Employees with 25 or Fewer Employees*	Employees with 26 or More Employees*
January 1, 2022	\$14.00	\$15.00
January 1, 2021	\$13.00	\$14.00

\*Employees treated as employees by a single qualified taxpayer pursuant to Revenue and Taxation Code section 23626 are treated as employees of the single taxpayer. To employers and representatives of persons engaged in industries and occupations in the State of California.

- 1. **APPLICABILITY** The provisions of this Order shall apply to all outside salespersons and individuals who are the parent, spouse, or children of the employee.
- 2. **MINIMUM WAGES** Every employer shall pay to each employee wages not less than those stated above, on each effective date, for all hours worked, except the following which shall pay less than the specified rate for the following reasons: (a) ...
- 3. **MEALS AND LODGING CREDITS - TRAIL** When the meal or lodging is not provided by the employer's minimum wage obligation, the amounts so credited pursuant to a voluntary written agreement may not be more than the following:

NOTES: 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. When 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.

Pregnancy Rights YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE

- IF YOU ARE PREGNANT, HAVE A PREGNANCY-RELATED MEDICAL CONDITION, OR ARE RECOVERING FROM CHILDILTY, PLEASE READ THIS NOTICE.
- YOUR EMPLOYER HAS AN OBLIGATION TO: - Reasonably accommodate your medical needs related to pregnancy, childbirth, or related conditions; - Modify your work duties, providing you with a stool or chair, allowing more frequent breaks; - Transfer you to a less strenuous or hazardous position if you are disabled or duties are medically needed because of your pregnancy; - Provide a written medical certification from your health care provider.
- FOR PREGNANCY DISABILITY LEAVE: - PDL may be used for an automatic period of time, but for the period of time that you are disabled by pregnancy, childbirth, or related medical condition.
- ADDITIONAL LEAVE UNDER THE CALIFORNIA FAMILY RIGHTS ACT (CFRA): - Employees have the right to 12 months of service with an employer, and have worked at least 1,250 hours in the 12-month period before the date you begin your leave.

TO FILE A COMPLAINT CALIFORNIA DEPARTMENT OF INDUSTRIAL RELATIONS

Unemployment Ins. Employment Development Department NOTICE TO EMPLOYEES UNEMPLOYMENT INSURANCE BENEFITS

You may be eligible to receive unemployment insurance benefits if you are: - unemployed or working less than full time - Of work due to the total and permanent physical disability of your and/or physically able to work, ready to accept work, and looking for work.

Emergency Department of Industrial Relations - CAL/OSHA Emergency Contact Information

AMBULANCE:	911
FIRE - RESCUE:	911
HOSPITAL:	1-800-338-3937
PHYSICIAN:	1-800-540-8876
ALTERNATE:	1-800-540-8876
POLICE:	911
CAL/OSHA:	1-800-540-8876

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 hurting your back in a fall) or by repeated exposures (such as hurting 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 reasonably necessary to treat your injury. You should never see a bill. There are limits on chiropractic, physical therapy and occupational therapy visits.

REV. 01/01/2016

Division of Labor Standards Enforcement, Labor Commissioner's Office THIS POSTER MUST BE DISPLAYED WHERE EMPLOYEES CAN EASILY READ IT

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

Entitlement: - Any employee who, on or after July 1, 2015, works in California for 30 or more days a year from the beginning of employment, is entitled to paid sick leave.

Leave Civil Rights Department FAMILY CARE & MEDICAL LEAVE & PREGNANCY DISABILITY LEAVE

Under California law, an employer may have the right to take job-protected leave to care for their own serious health condition or a family member with a serious health condition, or to bond with a new child via birth, 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.

REV. 01/2023

UI, DI, PFL Employment Development Department 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.

Disability Insurance Funded entirely by employer's contributions

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.

Paid Family Leave Funded entirely by employers' contributions

Provides partial wage replacement when you need to take time off work for: - Care for a seriously ill family member.

Notice: Some employers 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 website.

Payday Department of Industrial Relations - Division of Labor Standards Enforcement Payday Notice

REGULAR PAYMENTS FOR EMPLOYEES OF (FIRM NAME)

SHALL BE AS FOLLOWS:

PLEASE POST

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

REV. 03/1990

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/cosha/posters.htm](http://www.dir.ca.gov/cosha/posters.htm).

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

WHAT AN EMPLOYER MUST NEVER DO: Never permit an employee to do work that violates CAL/OSHA workplace safety and health regulations. Never allow an untrained employee to perform hazardous work.

REV. 11/2023

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. 188, American Canyon 94903	(707) 649-3700
Bakersfield	7718 Meany Ave., Bakersfield 93308	(661) 588-4000
Fontana	1065 East Hillsdale Bl., Ste. 110, Fontana City 94004	(650) 573-3812
Fremont	39141 Civic Center Dr., Ste. 310, Fremont 94538	(510) 794-2521
Fresno	2550 Mariposa St., Rm. 400, Fresno 93721	(559) 445-5302
Long Beach	1500 Hughes Way, Suite C-201, Long Beach 90810	(424) 450-2360
Los Angeles	320 West Fourth St., Rm. 820, Los Angeles 90013	(213) 576-7451
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. 1303, Box 41, Oakland 94612	(415) 222-6216
Redding	381 Hemet Dr., Redding 96002	(530) 224-4743
Sacramento	1750 Howe Ave., Ste. 490, Sacramento 95825	(916) 263-2800
San Bernardino	464 West Fourth St., Ste. 332, San Bernardino 92401	(909) 383-4231
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 Mackerrath Place, Ste. 720, Santa Ana 92707	(714) 558-4401
San Jose	6150 Van Nys Blvd., Ste. 307, Van Nys 91401	(408) 901-5403
Regional Offices		
San Francisco	455 Golden Gate Ave., Rm. 9516, San Francisco 94102	(415) 557-5903
Sacramento	1750 Howe Ave., Ste. 440, Sacramento 95825	(916) 263-2803
Santa Ana	2 Mackerrath Place, Ste. 720, Santa Ana 92707	(714) 558-4000
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. 200, Fresno 93721	(559) 445-6800
Palmdale / Los Angeles / Orange County	1 Centerville Dr., Ste. 150, La Palma 90623	(714) 662-5525
Oakland / Bay Area	1515 Clay St., Ste. 1103, Oakland 94612	(415) 222-6216
Sacramento / Northern CA	1750 Howe Ave., Ste. 490, Sacramento 95825	(916) 263-0704
San Bernardino	464 West Fourth St., Ste. 332, San Bernardino 92401	(909) 383-4567
San Diego / Imperial County	7575 Metropolitan Dr., Ste. 207, San Diego 92108	(619) 767-2600
San Fernando Valley	6150 Van Nys Blvd., Ste. 307, Van Nys 91401	(818) 901-5754
Consultation Region Office		
Fresno	2550 Mariposa Mall, Rm. 3014, Fresno 93721	(559) 445-6800

Enforcement of CAL/OSHA workplace safety and health standards is carried out by the Division of Occupational Safety and Health, under the California Department of Industrial Relations, which has primary responsibility for administering the Cal/OSHA program. Safety and health standards are promulgated by the Occupational Safety and Health Standards Board. Anyone desiring to register a complaint alleging inadequacy in the administration of the California Occupational Safety and Health Plan may do so by contacting the San Francisco Regional Office of the Occupational Safety and Health Administration (OSHA), U.S. Department of Labor. Tel: (415) 625-2547. OSHA monitors the operation of state plans to assure that continued approval is merited.

Transgender Rights Civil Rights Department THE RIGHTS OF EMPLOYEES WHO ARE TRANSGENDER OR GENDER NONCONFORMING

CALIFORNIA LAW PROTECTS TRANSGENDER AND GENDER NONCONFORMING PEOPLE FROM DISCRIMINATION, HARASSMENT, AND RETALIATION AT WORK. THESE PROTECTIONS ARE ENFORCED BY THE CIVIL RIGHTS DEPARTMENT (CRD).

REV. 11/2023

REV. 12/2023

REV. 06/2002

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 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.

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.

Discrimination 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)
- GENETIC INFORMATION
- GENDER EXPRESSION
- GENDER IDENTITY
- MARITAL STATUS
- MEDICAL CONDITION (genetic characteristics, cancer, or a record of history of cancer)
- NATIONAL ORIGIN (includes language restrictions and possession of a driver's license issued to undocumented immigrants)
- RACE (includes hair texture and hairstyles)
- RELIGION (includes religious beliefs and grooming practices)
- SEX (includes pregnancy, childbirth, breastfeeding and/or related medical conditions)
- SEXUAL ORIENTATION

REMEDIES/FILING A COMPLAINT 1. The law provides remedies for those who experience prohibited discrimination, harassment, or retaliation in the workplace. These remedies can include hiring, firing, pay, back pay, promotion, reinstatement, cease-and-desist orders, expert witness fees, reasonable attorney's fees and costs, punitive damages, and emotional distress damages.

REV. 1/2024

REV. 07/2018

REV. 03/1990

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