

Minimum Wage

EFFECTIVE DATE

January 1, 2022

January 1, 2021

January 1, 2020

SUMMARY OF ACTIONS

Amends General Minimum Wage Order and IWC Industry and Occupation Orders

PLEASE POST NEXT TO YOUR IWC OR INDUSTRY OCCUPATION ORDER

OFFICIAL NOTICE

California Minimum Wage

Every employer, regardless of the number of employees, shall pay to each employee wages

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

PREVIOUS YEAR

ovees treated as employed by a single gualified taxpayer pursuant to Revenue and Taxation Code section 23626 are treated as

ees of that single taxpayer. To employers and representatives of persons working in industries and occupations in the State of

\$14.00

\$13.00

\$12.00

Employers with 25 or Fewer Employees* Employers with 26 or More Employee

\$15.00

\$14.00

\$13.00

not less than the following

CALIFORNIA Labor Laws

Department of Industrial Relations

EFFECTIVE:

For an employer who

Room occupied alone

Room shared

Apartment — two

thirds (2/3) of the

ordinary rental value

Where a couple are

both employed by the

employer, two thirds

(2/3) of the ordinary

MFAI

Breakfast

and in no event more

employs:

JANUARY 1, 2020

month

JANUARY 1, 2021

mployees Employees Employees Employees Employees Employees

\$734.21/ \$677.75/ \$790.67/ \$734.21/ \$847.12/ \$790.67/

\$61.13/ \$56.43/ \$65.83/ \$61.13/

week week week

month month month

rental value, and in no \$1086.07/ \$1002.56/ \$1169.59/ \$1086.07/ \$1253.10/ \$1169.59/

event more than: month month month month month /month

week week week

26 or More 25 or Fewer 26 or More 25 or Fewer 26 or More 25 or Fewer number of

week

\$46.58/ \$54.34/ \$50.46/ \$58.22/ \$54.34/

\$4.70 \$4.34 \$5.06 \$4.70 \$5.42 \$5.06 \$5.60

\$6.47 \$5.97 \$6.97 \$6.47 \$7.47 \$6.97 \$7.72

\$8.68 \$8.01 \$9.35 \$8.68 \$10.02 \$9.35 \$10.35

C	You may be entitled to workers' compensation benefits i covers most work-related physical or mental injuries and your back in a fall) or by repeated exposures (such as hu
l	Benefits. Workers' compensation benefits include:
	Madical Care, Dector visite beenital convises

•	Medical Care: Doctor visits, hospital services, phy
	costs that are reasonably necessary to treat your in
	therapy and occupational therapy visits.

- Temporary Disability (TD) Benefits: Payments i e paid for more than 104 weeks within five year
- Permanent Disability (PD) Benefits: Payments in of physical or mental function that a doctor can me
- Supplemental Job Displacement Benefit: A no injury causes permanent disability, and your emplo

Death Benefits: Paid to your dependents if you die aming Your Own Physician Before Iniury or Illness (Pi ou for a job injury or illness. If eligible, you must tell your en medical group before you are injured. You must obtain thei

ten information about workers' compensation that your f You Get Hurt:

JANUARY 1, 2023

All Employers

regardless of

Employees

\$72.88

/week

\$60.16

/week

\$875.33

\$1294.83

/month

JANUARY 1, 2022

\$65.83/

week

week

month

\$70.53/

week

week

month

- Get Medical Care. If you need emergency care, ca rtment or police department. If you need first a Report Your Injury. Report the injury immediatel are time limits. If you wait too long, you may lose y claim form within one working day after learning employer or claims administrator must authorize
- the applicable treatment guidelines, for your allege See Your Primary Treating Physician (PTP). This If you predesignated your personal physi medical group after you are injured.
- If your employer is using a medical provid will be treated within the MPN or HCO un a group of physicians and health care proreceive information from your employer it information. If your employer is not using an MPN or H
- first treats you when you are injured, unle Medical Provider Networks. Your employer may provide treatment to workers injured on the jo If you have predesignated a personal physician or r

Paid Sick Leave

- An employee who, on or after July 1, 2015, works in G days within a year from the beginning of employmer Paid sick leave accrues at the rate of one hour per ever
- at the employee's regular wage rate. Accrual shall beg nployment or July 1, 2015, whichever is later. Accrued paid sick leave shall carry over to the following may be capped at 48 hours or 6 days. However, subject
- an employer has a paid sick leave, paid leave or pai that provides no less than 24 hours or three days of pa no accrual or carry over is required if the full amoun nning of each year in accordance with the policy.

CRD-E09P-ENG

		Dinne.	+0.00	+0.01	# 21.55	+0.00	+	#7 1333	
minimum wage for all industries. (SB 3, Stats of 2016, an authority under Labor Code section 1182.13, the Departn the General Minimum Wage Order, MW-2022. Section 1, with this enactment, amendments are made to the minir industry and occupation orders. This summary must be made available to employees in a	nia signed legislation passed by the California Legislature, raising the ending section 1182.12. of the California Labor Code.) Pursuant to its ent of Industrial Relations amends and republishes Sections 2, 3, and 5 of upplicability, and Section 4, Separability, have not been changed. Consistent num wage, and the meals and lodging credits sections of all of the IWC's cordance with the IWC's wage orders. Copies of the full text of the amended ttps://www.dir.ca.gov/iwc/WageOrderIndustries.htm or by contacting your	Meals or lodging may no the employee. When cree credited may not be mor 4. SEPARABILIT If the application of any this Order should be helc be affected thereby, but included herein.	dit for meals or re than the amo Y provision of thi d invalid, uncor	r lodging is used ounts stated in t is Order, or any s istitutional, una	l to meet part of the table above section, subsec authorized, or p	of the employer tion, subdivisio prohibited by sta	's minimum wa n, sentence, cla atute, the rema	ige obligation, use, phrase, wo ining provision	the amounts so ord or portion of s thereof shall not
employer previously contained in this Order and the IWC	spersons and individuals who are the parent, spouse, or children of the industry and occupation orders. Exceptions and modifications provided by of the IWC's industry and occupation orders may be used where any such	5. AMENDED PR This Order amends the m orders. (See Orders 1-15, occupation orders.	ninimum wage						

rovisions are enforceable and applicable to the employe MINIMUM WAGES employer shall pay to each employee wages not less than those stated above, on each effective date, per hour for all hours

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

abor dictates that the employee is entitled to the higher minimum wage rate.

credit	ied may not be more than the amounts stated in the table above.
this 0 be aff	SEPARABILITY application of any provision of this Order, or any section, subsection, subdivision, sentence, clause, phrase, word or portion of rrder should be held invalid, unconstitutional, unauthorized, or prohibited by statute, the remaining provisions thereof shall no fected thereby, but shall continue to be given full force and effect as if the part so held invalid or unconstitutional had not been ded herein.
	AMENDED PROVISIONS Order amends the minimum wage and meals and lodging credits in MW-2022, as well as in the IWC's industry and occupation s. (See Orders 1-15, Secs. 4 and 10; and Order 16, Secs. 4 and 9.) This Order makes no other changes to the IWC's industry and

These Amendments to the Wage Orders shall be in effect as of January 1, 2023.

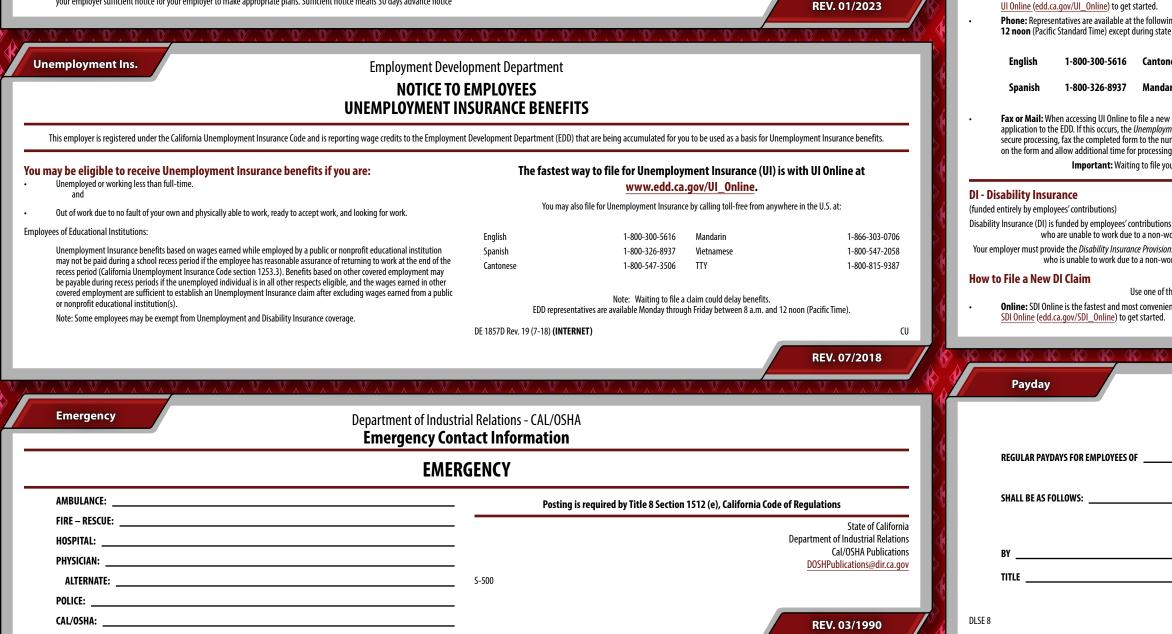
Questions about enforcement should be directed to the Labor Commissioner's Office. For the address and telephone number of the office nearest you, information can be found on the internet at <u>www.dir.ca.gov/DLSE/dlse.html</u> or under a search for "California Labor Commissioner's Office" on the internet or any other directory. The Labor Commissioner has offices in the following cities: Bakersfield El Centro, Fresno, Long Beach, Los Angeles, Oakland, Redding, Sacramento, Salinas, San Bernardino, San Diego, San Francisco, San lose, Santa Ana, Santa Barbara, Santa Rosa, Stockton, and Van Nuys

Pregnancy Rights Civil Rights Department YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE if the need for the reasonable accommodation, transfer, or PDL is foreseeable, or as soon as practicable if the need is an IF YOU ARE PREGNANT, HAVE A PREGNANCY-RELATED MEDICAL CONDITION, OR ARE RECOVERING FROM CHILDBIRTH, emergency or unforeseeable. PLEASE READ THIS NOTICE. Provide a written medical certification from your health care provider. Except in a medical emergency where there is no tim to obtain it, your employer may require you to supply a written medical certification from your health care provider of the YOUR EMPLOYER* HAS AN OBLIGATION TO medical need for your reasonable accommodation, transfer or PDL. If the need is an emergency or unforeseeable, you must Reasonably accommodate your medical needs related to pregnancy, childbirth, or related conditions (such as temporarily provide this certification within the time frame your employer requests, unless it is not practicable for you to do so under modifying your work duties, providing you with a stool or chair, or allowing more frequent breaks); the circumstances despite your diligent, good faith efforts. Your employer must provide at least 15 calendar days for you to Transfer you to a less strenuous or hazardous position (if one is available) or duties if medically needed because of you submit the certification. See if your employer has a copy of a medical certification form to give to your health care provider to rovide you with pregnancy disability leave (PDL) of up to four months (the working days you normally would work in one-Please note that if you fail to give your employer reasonable advance notice or, if your employer requires it, written medical third of a year or 17 1/3 weeks) and return you to your same job when you are no longer disabled by your pregnancy or, in certification of your medical need, your employer may be justified in delaying your reasonable accommodation, transfer, or certain instances, to a comparable job. Taking PDL, however, does not protect you from non-leave related employment actions such as a lavoff ADDITIONAL LEAVE UNDER THE CALIFORNIA FAMILY RIGHTS ACT (CFRA) Provide a reasonable amount of break time and use of a room or other location in close proximity to the employee's work area Under the California Family Rights Act (CFRA), if you have more than 12 months of service with an employer, and have worked at least to express breast milk in private as set forth in the Labor Code; and 1,250 hours in the 12-month period before the date you want to begin your leave, you may have a right to a family care or medical Never discriminate, harass, or retaliate on the basis of pregnancy. leave (CFRA leave). This leave may be up to 12 workweeks in a 12-month period for the birth, adoption, or foster care placement of your OR PREGNANCY DISABILITY LEAVE child**, or for your own serious health condition or that of your child, parent***, spouse, domestic partner, grandparent, grandchild, PDL is not for an automatic period of time, but for the period of time that you are disabled by pregnancy, childbirth, or related sibling, or someone else related by blood or in family-like relationship with the employee ("designated person"). Employers may pay their medical condition. Your health care provider determines how much time you will need. employees while taking CFRA leave, but employers are not required to do so, unless the employee is taking accrued paid time-off while on CFRA leave. Employees taking CFRA leave may be eligible for benefits administered by Employment Development Department. Once your employer has been informed that you need to take PDL, your employer must guarantee in writing that you can return to work in your same or a comparable position if you request a written guarantee. Your employer may require you to **TO FILE A COMPLAINT** submit written medical certification from your health care provider substantiating the need for your leave. CIVIL RIGHTS DEPARTMENT PDL may include, but is not limited to, additional or more frequent breaks, time for prenatal or postnatal medical CIVILRIGHTS.CA.GOV/COMPLAINTPROC appointments, and doctor-ordered bed rest, and covers conditions such as severe morning sickness, gestational diabetes, TOLL FREE: 800.884.1684 / TTY: 800.700.2320 pregnancy-induced hyper-tension, preeclampsia, recovery from childbirth or loss or end of pregnancy, and/or post-partum CALIFORNIA RELAY SERVICE (711) PDL does not need to be taken all at once but can be taken on an as-needed basis as required by your health care provider, Have a disability that requires a reasonable accommodation? CRD can assist you with your complaint. including intermittent leave or a reduced work schedule. For translations of this guidance, visit: www.calcivilrights.ca.gov/posters/required Your leave will be paid or unpaid depending on your employer's policy for other medical leaves. You may also be eligible for *PDL, CFRA leave, and anti-discrimination protections apply to employers of 5 or more employees; anti-harassment protections apply to state disability insurance or Paid Family Leave (PFL), administered by the California Employment Development Department. employers of 1 or more. At your discretion, you can use any vacation or other paid time off during your PDL. ** "Child" means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of an employee or the employee's domestic Your employer may require or you may choose to use any available sick leave during your PDL. partner, or a person to whom the employee stands in loco parent Your employer is required to continue your group health coverage during your PDL at the same level and under the same *** "Parent" includes a biological, foster, or adoptive parent, a parent-in-law, a stepparent, a legal guardian, or other person who stood in conditions that coverage would have been provided if you had continued in employment continuously for the duration of your loco parentis to the employee when the employee was a child.

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

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONL

- Taking PDL may impact certain of your benefits and your seniority date; please contact your employer for details.
- IOTICE OBLIGATIONS AS AN EMPLOYEE Give your employer reasonable notice. To receive reasonable accommodation, obtain a transfer, or take PDL, you must give your employer sufficient notice for your employer to make appropriate plans. Sufficient notice means 30 days advance notice



Workers' Comp. Department of Industrial Relations	- Division of Workers' Compensation njuries Caused by Work		Department of Indust
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	treatment from your predesignated doctor. If you are treating with a non-MPN doctor for an existing injury, you may be required to change to a doctor within the MPN. For more information, see the MPN contact information below:	SAFETY AND) HEALTH P
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	MPN website:	California law provides workplace safety and health protections for	workers through regulations enforced by
 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. Temporary Disability (TD) Benefits: Payments if you lose wages while recovering. For most injuries. TD benefits may not 	MPN Identification number:	the Division of Occupational Safety and Health (Cal/OSHA). This post procedures to comply with the state's workplace safety and health s this poster be displayed. Failure to do so could result in a substantial	tandards and orders. The law requires that
 be paid for more than 104 weeks within five years from the date of injury. Permanent Disability (PD) Benefits: Payments if you do not recover completely and your injury causes a permanent loss of physical or mental function that a doctor can measure. 	IF YOU NEED HELP LOCATING AN MPN PHYSICIAN, CALL YOUR MPN ACCESS ASSISTANT AT:	at <u>www.dir.ca.gov/samples/search/query.htm</u> . WHAT AN EMPLOYER MUST DO:	
Supplemental Job Displacement Benefit: A nontransferable voucher, if you are injured on or after 1/1/2004, your injury causes permanent disability, and your employer does not offer you regular, modified, or alternative work. Death Benefits: Paid to your dependents if you die from a work-related injury or illness.	CONTACT PERSON AT: Discrimination. It is illegal for your employer to punish or fire you for having a work injury or illness, for filing a claim, or testifying in another person's workers' compensation case. If proven, you may receive lost wages, job reinstatement, increased benefits, and	All employers must provide work and workplaces that are safe and h you must follow state laws governing job safety and health. Failure health of workers, and substantial monetary penalties.	
Naming Your Own Physician Before Injury or Illness (Predesignation). You may be able to choose the doctor who will treat you for a job injury or illness. If eligible, you must tell your employer, in writing, the name and address of your personal physician or medical group <i>before</i> you are injured. You must obtain their agreement to treat you for your work injury. For instructions, see the	costs and expenses up to limits set by the state. Questions? Learn more about workers' compensation by reading the information that your employer is required to give you at time of hire. If you have questions, see your employer or the claims administrator (who handles workers' compensation claims for your employed)	You must display this poster in a conspicuous place where notices to everyone on the job can be aware of basic rights and responsibilities You must have a written and effective lating and linear Drevention	
written information about workers' compensation that your employer is required to give to new employees. If You Get Hurt: 1. Get Medical Care. If you need emergency care, call 911 for help immediately from the hospital, ambulance, fire	your employer): Claims Administrator	You must have a written and effective Injury and Illness Prevention I of California Code of Regulations, title 8, section 3203 (<u>www.dir.ca.c</u> employees and their designated representatives.	program (IIPP) meeting the requirements <u>pov/title8/3203.html</u>) and provide access to
 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. If you wait too long, you may lose your right to benefits. Your employer is required to provide you with a 	Phone Workers' compensation insurer	You must be aware of hazards your employees face on the job and k been trained in the hazards unique to each job assignment. You must correct any hazardous condition that you know may result	
claim form within one working day after learning about your injury. Within one working day after you file a claim form, your employer or claims administrator must authorize 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.	(Enter "self-insured" if appropriate) You can also get free information from a State Division of Workers' Compensation Information (DWC) & Assistance Officer. The nearest Information & Assistance Officer can be found at location:	could result in criminal charges, monetary penalties, and even incar You must notify a local Cal/OSHA district office of any serious injury	ceration. or illness, or death, occurring on the job. Be
 See Your Primary Treating Physician (PTP). This is the doctor with overall responsibility for treating your injury or illness. If you predesignated your personal physician or a medical group, you may see your personal physician or the medical group after you are injured. 	or by calling toll-free (800) 736-7401. Learn more information about workers' compensation online: <u>www.dwc.ca.gov</u> and access a useful booklet "Workers' Compensation in California: A Guidebook for Injured Workers."	sure to do this immediately after calling for emergency help to assis serious injury or illness, or death, within 8 hours can result in a mini	
 If your employer is using a medical provider network (MPN) or a health care organization (HCO), in most cases you will be treated within the MPN or HCO unless you predesignated a personal physician or medical group. An MPN is a group of physicians and health care providers who provide treatment to workers injured on the job. You should 	False claims and false denials. Any person who makes or causes to be made any knowingly false or fraudulent material statement or material representation for the purpose of obtaining or denying workers' compensation benefits or payments is guilty of a felony and may be fined and imprisoned.	WHAT AN EMPLOYER MUST NEVER DO: Never permit an employee to do work that violates Cal/OSHA workp Never permit an employee to be exposed to harmful substances wit	, ,
receive information from your employer if you are covered by an HCO or a MPN. Contact your employer for more information. Information. If your employer is not using an MPN or HCO, in most cases the claims administrator can choose the doctor who	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.	Never allow an untrained employee to perform hazardous work. EMPLOYEES HAVE CERTAIN WORKPLACE SAFETY & HEA	ALTH RIGHTS:
first treats you when you are injured, unless you predesignated a personal physician or medical group. 4. Medical Provider Networks. Your employer may be using an MPN, which is a group of health care providers designated to provide treatment to workers injured on the job.	DWC 7	As an employee, you (or someone acting for you) have the right to fi inspection of your workplace if you believe conditions there are unsa the local Cal/OSHA district office (see below). Your name is not revea	afe or unhealthful. This is done by contacting
If you have predesignated a personal physician or medical group prior to your work injury, then you may go there to receive	REV. 01/01/2016	otherwise. You also have the right to bring unsafe or unhealthful conditions to	, , , ,
Paid Sick Leave	- 187 - 187 - 187 - 187 - 187 - 187 - 187 - 187 - 187 - 187 - 187 - 187 - 187 - 187 - 187 - 187 - 187 - 187 - 1 	inspecting your workplace. You and your designated representative have the right to access the to refuse to perform work that would violate an occupational safety	
Division of Labor Standards Enforcem THIS POSTER MUST BE DISPLAYED W		violation would create a real and apparent hazard to the employee of You may not be fired or punished in any way for filing a complaint al	or other employees. bout unsafe or unhealthful working
	3½" x 11" letter size paper) ILTHY FAMILIES ACT OF 2014	conditions, or for otherwise exercising your rights to a safe and heal been fired or punished for exercising your rights, you may file a com contacting the nearest office of the California Department of Industr	plaint about this type of discrimination by rial Relations, Division of Labor Standards
Entitlement: Usage:	K LEAVE Retaliation or discrimination against an employee who requests paid sick days or uses	Enforcement (Labor Commissioner's Office) or the San Francisco offic Occupational Safety and Health Administration. (Employees of state these complaints with the California Labor Commissioner's Office.) C	or local government agencies may only file
 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. An employee shall provide paid sick for the beginning of the provide paid sick leave. 	days upon the oral or written request Commissioner against an employer who retaliates or discriminates against the employee.	office nearest you. EMPLOYEES ALSO HAVE RESPONSIBILITIES:	
at the employee's regular wage rate. Accrual shall begin on the first day of or treatment of an existing health co employment or July 1, 2015, whichever is later.	amily member for the diagnosis, care ndition or preventive care, or specified ictim of domestic violence, sexual assault, alphabetical listing of cities, locations, and communities. Staff is available in	To keep the workplace and your coworkers safe, you should tell your result in an injury or illness to an employee.While working, you mus	
Accrued paid sick leave shall carry over to the following year of employment and	id sick days to 24 hours or three days in DLSE Paid Sick Leave Posting	health laws.	
no accrual or carry over is required if the full amount of leave is received at the beginning of each year in accordance with the policy.	REV. 11/2014	Call t	he FREE Worker Informa
AN A	As als als als als als als als als als al		DIVISION OF OCCUPATIONAL ADQUARTERS: 1515 Clay Street, Ste. 1901
FAMILY CARE & MEDICAL LEAVE	& PREGNANCY DISABILITY LEAVE	District Offices	• • •
Under California law, an employee 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	leave. In addition, employees may choose provider before allowing leave for pregnancy disability or for the employee's own serious	Bakersfield	3419 Broadway St., Ste. H8, American Can 7718 Meany Ave., Bakersfield 93308
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.	ave may also be eligible for benefits of the employee's family member, including a designated person, who has a serious health condition, before granting leave to take care of that family member.	Fremont	1065 East Hillsdale Bl., Ste. 110, Foster Cit 39141 Civic Center Dr., Ste. 310, Fremont S
Under the California Family Rights Act of 1993 (CFRA), many employees have the right to take job-protected leave, which is leave that will allow them to return to their job or a the leave on seniority and benefits, they sho	y eligibility for a leave and/or the impact of Visit: <u>calcivilrights.ca.gov/family-medical-pregnancy-leave/</u>		2550 Mariposa St., Rm. 4000, Fresno 9372 1500 Hughes Way, Suite C-201, Long Beac
 the employee's own serious health condition; to take a pregnancy disability leave of up to 	indical condition, the employee is entitled four months, depending on their period(s) of the Civil Rights Department (CRD).	3	320 West Fourth St., Rm. 820, Los Angeles 4206 Technology Dr., Ste. 3, Modesto 953
 the serious health condition of a child, spouse, domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, or someone else with a blood or family-like relationship with the employee ("designated person"); or Reinstatement. Both CFRA leave and preg 	for reason of the birth of their child.		800 Royal Oaks Dr., Ste. 105, Monrovia 910
the birth, adoption, or foster care placement of a child. reinstatement to the same position or, in cell end of the leave, subject to any defense allo	tain instances, a comparable position at the ToLL FREE: 800.884.1684/TTY: 800.700.2320 CALIFORNIA RELAY SERVICE (711)	Redding	1515 Clay St., Ste. 1303, Box 41, Oakland 9 381 Hemsted Dr., Redding 96002
leave may be taken on an intermittent or reduced work schedule when medically necessary, among other circumstances.	amily member), the employee must provide, b their employer that they will be taking Concertainty and temployee that they will be taking		1750 Howe Ave., Ste. 430, Sacramento 95 464 West Fourth St., Ste. 332, San Bernard
Eligibility. To be eligible for CFRA leave, an employee must have more than 12 months of service with their employer, have worked at least 1,250 hours in the 12-month period before the date they want to begin their leave, and their employer must have five or	ployees should notify their employers, at ed for the leave. Failure to comply with		7575 Metropolitan Dr., Ste. 207, San Diego 455 Golden Gate Ave., Rm. 9516, San Fran
more employees. the employee complies with this notice poli		Santa Ana	2 MacArthur Place, Ste. 720, Santa Ana 92 6150 Van Nuys Blvd., Ste. 405, Van Nuys 9
		Regional Offices	, ,
UI, DI, PFL Employment Devel	opment Department		455 Golden Gate Ave., Rm 9516, San Franc 1750 Howe Ave., Ste. 440, Sacramento 95
	mployees:		2 MacArthur Place, Ste. 720, Santa Ana 92 800 Royal Oaks Dr., Ste. 105, Monrovia 910
	y the California Unemployment Insurance Code and is reporting wage credits to the EDD that are	Cal OSHA Consultation Services Field / Area Offices	···· , ··· , ··· , ··· , ··· ,
UI - Unemployment Insurance	 u to be used as a basis for: Mail: To file a claim with the EDD by mail, complete and submit a <i>Claim for Disability Insurance (DI) Benefits</i> (DE 2501) form. 	Fresno / Central Valley	2550 Mariposa Mall, Rm. 2005, Fresno 93
(funded entirely by employers' taxes) Unemployment Insurance (UI) is paid for by your employer and provides partial income replacement when you are unemployed	You can obtain a paper claim form from your employer, physician/practitioner, visiting a State Disability Insurance office, online at EDD Forms and Publications (edd.ca.gov/Forms), or by calling1-800-480-3287. Note: If your employer maintains an approved Voluntary Plan for DI coverage, contact your employer for assistance.	Oakland / Bay Area	1 Centerpointe Dr., Ste. 150, La Palma 906 1515 Clay St., Ste. 1103, Oakland 94612
or your hours are reduced due to no fault of your own. To claim UI benefit payments you must also meet all UI eligibility requirements, including that you must be available for work and searching for work.	For more information about DI, visit <u>State Disability Insurance (edd.ca.gov/disability)</u> or call 1-800-480-3287. State government employees should call 1-866-352-7675.		1750 Howe Ave., Ste. 490, Sacramento 95 464 West Fourth St., Ste. 339, San Bernarc
How to File a New UI Claim Use one of the following methods:	TTY (for deaf or hearing-impaired individuals only) is available at 1-800-563-2441.		7575 Metropolitan Dr., Ste. 204, San Diego 6150 Van Nuys Blvd., Ste. 307, Van Nuys 9
Online: UI Online sM is the fastest and most convenient way to file your UI claim. Visit <u>UI Online (edd.ca.gov/UI_Online)</u> to get started. Phone: Representatives are available at the following toll-free numbers, Monday through Friday between 8 a.m. to	PFL - Paid Family Leave (funded entirely by employees' contributions) Paid Eamily Laave (PEL) is funded by employees' contributions and provides partial wave replacement benefits to eligible Californians	Consultation Region Office	2550 Mariposa Mall, Rm. 3014, Fresno 93
12 noon (Pacific Standard Time) except during state holidays. English 1-800-300-5616 Cantonese 1-800-547-3506 Vietnamese 1-800-547-2058	Paid 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 seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner. Benefits are available to parents who need time off work to bond with a new child entering the family by birth, adoption, or foster care placement. Benefits are also available for eligible Californians who need time off work to participate in a	Enforcement of Cal/OSHA workplace safety and health standards	is carried out by the Division of Occupatio
Spanish 1-800-326-8937 Mandarin 1-866-303-0706 TTY 1-800-815-9387	qualifying event resulting from a spouse, registered domestic partner, parent, or child's military deployment to a foreign country. Your employer must provide the <i>Paid Family Leave</i> (DE 2511) brochure, to newly hired employees and to each employee who is taking time off work to care for a seriously ill family members, to bond with a new child, or to participate in a qualifying military event.	responsibility for administering the Cal/OSHA program. Safety ar inadequacy in the administration of the California Occupational Department of Labor Tel: (415) 625-2547. OSHA monitors the op	Safety and Health Plan may do so by conta
 Fax or Mail: When accessing UI Online to file a new claim, some customers will be instructed to fax or mail their UI application to the EDD. If this occurs, the Unemployment Insurance Application (DE 1101I), will display. For faster and more 	How to File a New PFL Claim Use one of the following methods:		
secure processing, fax the completed form to the number listed on the form. If mailing your UI application, use the address on the form and allow additional time for processing. Important: Waiting to file your UI claim may delay benefit payments.	 Online: SDI Online is the fastest and most convenient way to file your claim. Visit SDI Online (edd.ca.gov/SDI_Online) to get started. Mail: To file a claim with the EDD by mail, complete and submit a <i>Claim for Paid Family Leave (PFL) Benefits</i> (DE 2501F) 		کله کله کله کله کله کله ک
DI - Disability Insurance	form. You can obtain a paper claim form from your employer, a physician/practitioner, visitinga State Disability Insurance office, online at <u>EDD Forms and Publications</u> (edd.ca.gov/Forms), or by calling 1-877-238-4373.	Transgender Rights	Civil Right DF EMPLOYEES WHO ARE TR
(funded entirely by employees' contributions) Disability Insurance (DI) is funded by employees' contributions and provides partial wage replacement benefits to eligible Californians	Note: If your employer maintains an approved Voluntary Plan for PFL coverage, contact your employer for assistance. For more information about PFL, visit <u>State Disability Insurance</u> (<u>edd.ca.gov/disability</u>) or call 1-877-238-4373.	CALIFORNIA LAW PROTECTS TRANSGENDER AND GENDER NONCONFO	DRMING PEOPLE FROM DISCRIMINATION,
who are unable to work due to a non-work-related illness, injury, pregnancy, or disability. Your employer must provide the <i>Disability Insurance Provisions</i> (DE 2515) brochure, to newly hired employees and to each employee who is unable to work due to a non-work-related illness, injury, pregnancy, or disability.	State government employees should call 1-877-945-4747. TTY (for deaf or hearing-impaired individuals only) is available at 1-800-445-1312.	HARASSMENT, AND RETALIATION AT WORK. THESE PROTECTIONS ARI DEPARTMENT (CRD).	E ENFORCED BY THE CIVIL RIGHTS
How to File a New DI Claim Use one of the following methods:	Note: Some employees 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 <u>EDD</u> (edd.ca.gov).	THINGS YOU NEED TO KNOW 1. Does California law protect transgender and gender nonconfor discrimination?	
Online: SDI Online is the fastest and most convenient way to file your claim. Visit <u>SDI Online (edd.ca.gov/SDI_Online)</u> to get started.	DE 1857A Rev. 44 (12-20) (INTERNET) REV. 12/2020	Yes. All employees, job applicants, unpaid interns, volunteers, and cont when based on a protected characteristic, such as their gender identity, national origin. This means that private employers with five or more en	gender expression, sexual orientation, race, or sployees may not, for example, refuse to hire or
<u>KA AKA AKA AKA AKA AKA AKA AKA AKA AKA </u>		promote someone because they identify as – or are perceived to identif express their gender in non-stereotypical ways. Employment discrimination can occur at any time during the hiring or e	
Payday Department of Industrial Relations - D	vision of Labor Standards Enforcement	hire or promote someone, unlawful discrimination includes discharging conditions, or unfairly modifying the terms of their employment becau	an employee, subjecting them to worse working se of their gender identity or gender expression.
Payday	Notice	 Does California law protect transgender and gender nonconfor Yes. All employers are prohibited from harassing any employee, intern, identity or gender expression. For example, an employer can be liable if – whether in person or virtual – for an employee who is undergoing a 	volunteer, or contractor because of their gender f co-workers create a hostile work environment
REGULAR PAYDAYS FOR EMPLOYEES OF	(FIRM NAME)	 Whether in person of virtual – for an employee who is undergoing a liable when customers or other third parties harass an employee becau intentionally referring to a gender-nonconforming employee by the wr 3. Does California law protect employees who complain about dis 	se of their gender identity or expression, such as ong pronouns or name.
SHALL BE AS FOLLOWS:		 Does California law protect employees who complain about dis Yes. Employers are prohibited from retaliating against any employee wild discrimination or harassment. For example, an employer commits unlay making a discrimination complaint – to their supervisor, human resour 	ho asserts their right under the law to be free from wful retaliation when it responds to an employee
THIS IS IN ACCORDANCE WITH SECTIO	NS 204, 204A, 204B, 205, AND 205.5 NA LABOR CODE	 In aking a discrimination comparine – to their supervisor, numan resourt If bathrooms, showers, and locker rooms are sex-segregated, ca appropriate for them? Yes. All employees have a right to safe and appropriate restroom and lo 	an employees choose the one that is most
BY		restroom or locker room that corresponds to the employee's gender ider birth. In addition, where possible, an employer should provide an easily user facility for use by any employee. The use of single stall restrooms a	ntity, regardless of the employee's sex assigned at accessible, gender-neutral (or "all-gender"), single nd other facilities should always he a matter of
TITLE PLEAS	E POST	 b) the distribution of the boy any employee. The distribution is a choice. Employees should never be forced to use one, as a matter of pol of the distribution of the distredistrubution of the distrebution of the distributicating dist	icy or due to harassment. and pronouns that correspond to their gender
DLSE 8	REV. 06/2002	identity or gender expression, even if different from their lega Yes. Employees have the right to use and be addressed by the name and	

PROTECTION ON THE JOB

SPECIAL RULES APPLY FOR WORK AROUND HAZARDOUS SUBSTANCES: Employers who use any substance that is listed as a hazardous substance in California Code of Regulations,

title 8, section 339 (www.dir.ca.gov/title8/339.html), or is covered by the Hazard Communication standard (www.dir.ca.gov/title8/5194.html) must provide employees information on the hazardous chemicals in their work areas, access to safety data sheets, and training on how to use hazardous chemicals safely. Employers shall make available on a timely and reasonable basis a safety data sheet on each hazardous

substance in the workplace upon request of an employee, an employee's collective bargaining representative, or an employee's physician.

Employees have the right to see and copy their medical records and records of exposure to potentially toxic materials or harmful physical agents. Employers must allow access by employees or their representatives to accurate records of employee exposures to

potentially toxic materials or harmful physical agents, and notify employees of any exposures in concentration or levels exceeding the exposure limits allowed by Cal/OSHA standards. Any employee or their representative has the right to observe monitoring or measuring of employee exposure to

hazards conducted to comply with Cal/OSHA regulations.

WHEN CAL/OSHA COMES TO THE WORKPLACE: A trained Cal/OSHA safety engineer or industrial hygienist may visit the workplace to make sure your company is

obeying workplace safety and health laws. Inspections are also conducted when an employee files a valid complaint with Cal/OSHA.

Cal/OSHA also goes on-site to the workplace to investigate a serious injury or illness, or fatality. When an inspection begins, the Cal/OSHA investigator will show official identification.

The employer, or someone the employer chooses, will be given an opportunity to accompany the investigato during the inspection. An authorized representative of the employees will be given the same opportunity. Where there is no authorized employee representative, the investigator will talk to a reasonable number of

employees about safety and health conditions at the workplace. **VIOLATIONS, CITATIONS, AND PENALTIES:**

If the investigation shows that the employer has violated a safety and health standard or order, Cal/OSHA may issue a citation. Each citation carries a monetary penalty and specifies a date by which the violation must be abated. A notice, which carries no monetary penalty, may be issued in lieu of a citation for certain non-serious violations

Penalty amounts depend in part on the classification of the violation as regulatory, general, serious, repeat, or willful; and whether the employer failed to abate a previous violation involving the same hazardous condition. Base penalty amounts, penalty adjustment factors, and minimum and maximum penalty amounts are set forth in California Code of Regulations, title 8, section 336 (www.dir.ca.gov/title8/336.html). In addition, a willful violation that causes death or permanent impairment of the body of any employee can result, upon conviction, in a fine of up to \$250,000 or imprisonment up to three years, or both, and if the employer is a corporation or limited liability company, the fine may be up to \$1.5 million.

The law provides that employers may appeal citations within 15 working days of receipt to the Occupational Safety and Health Appeals Board.

An employer who receives a citation, Order to Take Special Action, or Special Order must post it prominently at or near the place of the violation for three working days, or until the unsafe condition is corrected, whichever is longer, to warn employees of danger that may exist there. Any employee may protest the time allowed for correction of the violation to the Division of Occupational Safety and Health or the Occupational Safety and Health Appeals Board.

HELP IS AVAILABLE:

To learn more about workplace safety rules, you may contact Cal/OSHA Consultation Services for free information, required forms, and publications. You can also contact a local district office of Cal/OSHA. If you prefer, you may retain a competent private consultant, or ask your workers' compensation insurance carrier for guidance in obtaining information

ation Helpline – (833) 579-0927

. SAFETY AND HEALTH (CAL/OSHA)

, Oakland, CA 94612 - Telephone (510) 286-7000

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n 94503	(707) 649-3700	
	(661) 588-6400	
4404	(650) 573-3812	
538	(510) 794-2521	
	(559) 445-5302	
90810	(424) 450-2630	
0013	(213) 576-7451	
	(209) 545-7310	
<u>5</u>	(626) 239-0369	
512	(510) 622-2916	
	(530) 224-4743	
5	(916) 263-2800	
o 92401	(909) 383-4321	
2108	(619) 767-2280	
co 94102	(415) 557-0100	
7	(714) 558-4451	
01	(818) 901-5403	
co 94102	(415) 557-0300	
5	(916) 263-2803	
7	(714) 558-4300	
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	(714) 562-5525	
	(510) 622-2891	
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o 92401	(909) 383-4567	
2108	(619) 767-2060	
01	(818) 901-5754	
1	(559) 445-6800	

the Occupational Safety and Health Standards Board. Anyone desiring to register a complaint alleging tacting the San Francisco Regional Office of the Occupational Safety and Health Administration (OSHA), U.S. inued approval is merited. REV. 07/2022

ts Department RANSGENDER OR GENDER NONCONFORMING

identity or gender expression. These are sometimes known as "chosen" or "preferred" names and pronouns. For example, an employee does not need to have legally changed their name or birth certificate, nor have undergone any type of gender transition (such as surgery), to use a name and/or pronouns that correspond with their gender identity or gender expression. An employer may be legally obligated to use an employee's legal name in specific employment records, but when no legal obligation compels the use of a legal name, employers and co-workers must respect an employee's chosen name and pronouns. For example, some businesses utilize software for payroll and other administrative purposes, such as creating work schedules or generating virtual profiles. While it may be appropriate for the business to use a transgender employee's legal name for payroll purposes when legally required, refusing or failing to use that person's chosen name and pronouns, if different from their legal name, on a shift schedule, nametag, instant messaging account, or work ID card could be harassing or discriminatory. CRD recommends that employers take care to ensure that each employee's chosen name and pronouns are respected to the greatest extent allowed by law. Does an employee have the right to dress in a way that corresponds with their gender identity and gender Yes. An employer who imposes a dress code must enforce it in a non-discriminatory manner. This means that each employee must be allowed to dress in accordance with their gender identity and expression. While an employer may establish a dres code or grooming policy in accord with business necessity, all employees must be held to the same standard, regardless of their gender identity or expression. Can an employer ask an applicant about their sex assigned at birth or gender identity in an interview? No. Fmployers may ask non-discriminatory questions, such as inquiring about an applicant's employment history or asking for professional references. But an interviewer should not ask questions designed to detect a person's gender identity or gender transition history such as asking about why the person changed their name. Employers should also not ask guestions about a person's body or whether they plan to have surgery. Want to learn more? Visit: https://bit.ly/3hTG1E0 **TO FILE A COMPLAINT CIVIL RIGHTS DEPARTMENT** CALCIVILRIGHTS.CA.GOV/COMPLAINTPROCE TOLL FREE: 800.884.1684 / TTY: 800.700.2320 CALIFORNIA RELAY SERVICE (711) Have a disability that requires a reasonable accommodation CRD can assist you with your complaint. For translations of this guidance, visit: www.calcivilrights.ca.gov/posters/required CRD-E04P-EN

REV. 11/2022

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:

- 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 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.

- 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 <u>California Labor Code Section 1102.5</u>, 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.

CALIFORNIA LAW PROHIBITS WORKPLACE DISCRIMINATION & HARASSMENT The California Civil Rights Department (CRD) enforces laws that protect you from illegal discrimination and barassment in employment based on your actual or perceived: ADDITIONAL PROTECTIONS ANCESTRY AGE (40 and above) In the law provides specific protections and hiring procedures for employment. COLOR DISABILITY (physical, developmental, mental health/psychiatric, HIV and AIDS) Employees: to care for themselves, a family member (child of grandparent, grandchild, sibling) or a designated person (with with a new child; or for certain military exigencies. GENDER EXPRESSION Employeers must provide job-protected leave of up to 4 month a related medical condition, as well as require employeers. MEDICAL CONDITION (genetic characteristics, cancer, or a record or history of cancer) MILITARY OR VETERAN STATUS MATIONAL ORIGIN (includes language restrictions and possession of a driver's license issued to undocumented immigrants) Employment agencies must serve all applicants equally, refuse employment agencies from making discriminatory pre-inring express a discriminatory hiring preference.		Discrimination Civil Rights	s Department
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023, require all employers to post this oards, in employment agency waiting rooms, y facility or establishment consists of more than inguage or languages.

your complaint - 12999. The regulations implementing the Act

er the last act of discrimination/harassment/ work, file a complaint with the Civil Rights

mination, harassment, or retaliation in the n, reinstatement, cease-and-desist orders, s, and emotional distress damages. ion, you may file a complaint with CRD. ssed, you may file a complaint with CRD. n/harassment/retaliation. For those who are

s to jobs. ts another person to oppose unlawful

personnel records, and employment referral ry job orders, and prohibit employers and oublishing help-wanted advertisements that

s disabled because of pregnancy, childbirth, or ommodate an employee, on the advice of their dical condition.

p to 12 weeks of job-protected leave to eligible se, domestic partner, parent, parent-in- law, amily-like relationship to employee); to bond

criminal histories who are looking for