

POSTER COMPLIANCE DATE 01/2022

Minimum Wage	Department of Industrial Relations	
Effective Date	Employers with 25 or Fewer Employees*	Employers with 26 or More Employees*
January 1, 2022	\$14.00	\$15.00
January 1, 2023	\$15.00	\$15.00
PREVIOUS YEAR		
January 1, 2021	\$13.00	\$14.00

*Employers treated as employer if a single qualified person reports to Revenue and Indian Code section 23026 as treated as employer of the single taxpayer. Employer and representative of persons working in industries and occupations in the State of California.

SUMMARY OF ACTIONS
SBCE NOTICE that on April 4, 2016, the Governor of California signed legislation passed by the California Legislature, raising the minimum wage for all industries. SBCE 138, State of 2016, amending section 1182.12 of the California Labor Code. Pursuant to its authority under Labor Code sections 1182.13, the Department of Industrial Relations amended and reissued Sections 2, 3, and 5 of the General Minimum Wage Order, MW-2019 Section 1, Applicability, and Section 4, Separability, have not been changed. Consider that Sections 2, 3, and 5 are made to the minimum wage, and the new and old lodging orders of sections of all of the amended industry occupation orders.

1. APPLICABILITY
The provisions of this Order shall apply to outside salespersons and individuals who are the parent, spouse, or children of the employee previously contained in this Order and the IW's industry and occupation orders. Exceptions and modifications provided by statute or in Section 1, Applicability, and other sections of the IW's industry and occupation orders may be used where any such provisions are enforceable and applicable to the employee.

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

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

Meal	Room	Room and Meal
Breakfast	\$4.70	\$4.34
Lunch	\$6.47	\$5.97
Dinner	\$8.68	\$8.01

These Amendments to the Wage Orders shall be in effect as of January 1, 2021.

QUESTIONS ABOUT ENFORCEMENT SHOULD BE DIRECTED TO THE LABOR COMMISSIONER'S OFFICE. For the address and telephone number of the Labor Commissioner's Office, please refer to the poster titled "How to File a Complaint" located in the bottom right corner of this poster.

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 directs the employer to display the higher minimum wage.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

Pregnancy Rights

YOUR EMPLOYER* HAS AN OBLIGATION TO:

- Reasonably accommodate your medical needs related to pregnancy, childbirth, or related conditions (such as temporarily transferring you to a less strenuous or hazardous position if one is available) and duties you normally would be because of your pregnancy.
- Provide you with pregnancy disability leave (PDL) of up to four months (working days) medically needed week in one-third of an hour or 1/3 weeks) and/or up to one year (working days) if you are no longer disabled by your pregnancy or if you are unable to return to your regular job. Taking PDL, however, does not protect you from being reemployed in a different position, such as a lift-off.
- Provide an reasonable amount of break time and use of a room or other location in close proximity to the employee's work area to express breast milk in private as set forth in the Labor Code, and
- Never discriminate against, or retaliate on the basis of, pregnancy.

FOR PREGNANCY DISABILITY LEAVE:

- PDL is not an automatic period of time, but for the period of time you are disabled by pregnancy, childbirth, or related medical condition. Your health care provider determines how much time you need.
- For your employer has been informed that you need PDL, your employer must guarantee in writing that you can return to work in your same or a comparable position. If you require a written guarantee, your employer may require you to submit written medical certification from your health care provider.
- PDL may include, but is not limited to, additional or more frequent breaks, time for prenatal or postnatal medical appointments, and doctor-ordered rest, and covers conditions such as severe morning sickness, gestational diabetes, pregnancy-induced hypertension, preeclampsia, recovery from childbirth or cesarean delivery, and/or post-partum depression.
- 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, including intermittent leave as a reduced work schedule.
- Your leave will be paid or unpaid depending on your employer's policy after the medical leave. You may be eligible for state disability benefits under the Family Leave (FML) administered by the California Employment Development Department.
- At your discretion, you may use any vacation or other paid leave during your PDL.
- Your employer may require or you may choose to use any available sick leave during your PDL.
- Your employer is required to continue your group health coverage during your PDL, on the same level and under the same conditions that coverage would have been provided if you had continued in employment continuously for the duration of your leave.
- Using PDL may impact certain types of your benefits and your seniority date; please contact your employer for details.

NOTICE OBLIGATIONS AS AN EMPLOYEE:

- Provide your employer with a written medical certification. To determine reasonable accommodation, advice a transfer, or PDL, you must give your employer sufficient notice for your employer to make appropriate plans. Sufficient notice means 30 days advance notice if the need for reasonable accommodation, transfer, or PDL is foreseeable, or as soon as practicable if the need is an emergency or unforeseeable.

REVISION 07/2018

Unemployment Ins.

NOTICE TO EMPLOYEES UNEMPLOYMENT INSURANCE BENEFITS

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 and of work due to no fault of your own and physically able to work, ready to accept work, and looking for work;
- Employees of Educational Institutions:

English	Spanish	Mandarin	Vietnamese
1-866-300-6706	1-800-547-3506	1-866-300-6706	1-800-547-3506
1-866-300-6706	1-800-547-3506	1-866-300-6706	1-800-547-3506

How to File a New PFL Claim

Use one of the following methods:

- Online: SD Online is the fastest and most convenient way to file your claim. Visit www.edd.ca.gov/SD_Online to get started.
- Phone: Representatives are available Monday through Friday between 8 a.m. to 12 noon (Pacific Standard Time) excluding state holidays.

REVISION 07/2018

Emergency

Department of Industrial Relations - CAL/OSHA Emergency Contact Information

EMERGENCY

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

State of California
Department of Industrial Relations
CAL/OSHA Publications
P.O. Box 420663
San Francisco, CA 94142-0663

5-500

REVISION 03/1990

Emergency

REGULAR PAYMENTS FOR EMPLOYEES OF

SHALL BE AS FOLLOWS:

REGULAR PAYMENTS FOR EMPLOYEES OF (FORM NAME)

SHALL BE AS FOLLOWS:

BY

TITLE

PLEASE POST

REVISION 06/2002

Workers' Comp. Department of Industrial Relations - Division of Workers' Compensation Notice of Industrial Injury - 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 leg fall) or repeated exposures (such as having your wrist injured by 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 therapeutic, physical therapy and occupational therapy.
- Temporary Disability (TD) Benefits:** Payments if you lose wages while recovering from injuries. TD benefits last for up to 104 weeks from the date of your injury. You can receive TD benefits for up to 104 weeks from the date of your injury.
- Permanent Disability (PD) Benefits:** Payments if you do not recover completely and your injury causes a permanent loss of earning potential 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 pay retraining, modified, or alternative work.
- Death Benefits:** Paid to your dependents if you die from a work-related injury or illness.

Notice of Industrial Injury or Illness (Notice of Entitlement): You may be able to choose the doctor who will treat you for a job injury or illness. If eligible, you must let your 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 written information 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 for help immediately from the hospital, ambulance, fire department or police department. If you need first aid, contact your employer.
 - Report Your Injury.** Report your injury immediately to your supervisor or to an employer representative. Don't delay. There are strict limits. If you wait too long, you may lose your right to benefits. Your employer is required to provide you with a claim form within one working day after learning about your injury. Within one working day after you file the claim form, your employer or claims administrator must authorize the provision of all treatment, up to thousands of dollars, consistent with the applicable treatment guidelines for your alleged injury until the claim is accepted or rejected.
 - See Your Primary Treatment Physician (PTP).** This is the doctor with overall responsibility for treating your injury or illness.
 - If you pre-designating your personal physician or a medical group, you may use your personal physician or the medical group after you are injured.
 - If your employer is using a medical provider network (MPN) or a health care organization (HCO), an MPN or a PTP you will be treated within the MPN or HCO unless you pre-designated a personal physician or medical group. As such, you may be a group of physicians within the MPN or HCO. Providers who are not designated as an HCO or an MPN. Contact your employer for more information.
 - If your employer is not using an MPN or HCO, most cases the claims administrator can choose the doctor who first treats you when you are injured, unless you pre-designated a personal physician or medical group.
 - Medical Provider Network.** Your employer may use an MPN, which is a group of health care providers designated to provide treatment to workers who are injured. If you have pre-designated a personal physician or medical group prior to your work injury, then you may go there to receive treatment.

PAID SICK LEAVE

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 WORKERS/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.
- 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 employer shall provide paid sick days upon the self and written request of an employee for themselves or a family member for the diagnosis, care, treatment, or prevention of an existing health condition or for a domestic violence, sexual assault, or other crime.
- An employer may limit the use of paid sick days to 24 hours in each year of employment.

Retaliation or discrimination against an employee who requests paid sick days or uses paid sick days is both prohibited. An employee can file a complaint with the Labor Commissioner against an employer who violates or orders such a violation. The employer would create a real and apparent hazard to the employee or other employees. You will not be fired or punished in any way for filing a complaint about unsafe or unhealthful 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 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 these complaints with the California Labor Commissioner's Office. Consult your local telephone directory for the office nearest you.

REVISION 11/2014

Leave

DFEH
The Department of Fair Employment and Housing
FAMILY CARE & MEDICAL LEAVE & PREGNANCY DISABILITY LEAVE

TO FILE A COMPLAINT

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:

- UI - Unemployment Insurance** (based on employee's earnings)
- DI - Disability Insurance** (based on employee's contributions)
- PFL - Paid Family Leave** (based on employee's contributions)

How to File a New PFL Claim

Use one of the following methods:

- Online: SD Online is the fastest and most convenient way to file your claim. Visit www.edd.ca.gov/SD_Online to get started.
- Phone: Representatives are available Monday through Friday between 8 a.m. to 12 noon (Pacific Standard Time) excluding state holidays.

REVISION 12/2022

UI, DI, PFL

TO FILE A COMPLAINT

Department of Fair Employment and Housing

TO FILE A COMPLAINT

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TO FILE A COMPLAINT

Department of Fair Employment and Housing

REVISION 07/2018

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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 and of work due to no fault of your own and physically able to work, ready to accept work, and looking for work;
- Employees of Educational Institutions:

English	Spanish	Mandarin	Vietnamese
1-866-300-6706	1-800-547-3506	1-866-300-6706	1-800-547-3506
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PLEASE POST

REVISION 06/2002

Department of Industrial Relations - CAL/OSHA SAFETY AND HEALTH PROTECTION ON THE JOB

California law provides workplace safety and health protection 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/Samples/Search/Reg.htm.

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 can 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/ltr/3203.htm) and provide access to a written Injury and Illness Prevention Program (IIPP).
- You must ensure that all employees are properly trained and supervised.
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WHAT AN EMPLOYER MUST NEVER DO:

- Never permit an employee to be exposed to harmful substances without providing adequate protection. Never allow an untrained employee to perform hazardous work.
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EMPLOYEES HAVE CERTAIN WORKPLACE SAFETY & HEALTH RIGHTS:

- As an employee, 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 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 result in a serious health hazard or other work-related violation that causes death or permanent impairment of the body of an employee can request, 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.

VIOLATIONS, CITATIONS, AND PENALTIES:

If an 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.

HELP IS AVAILABLE:

To learn more about workplace safety rules, you may contact CAL/OSHA Consultation Services for free information, regulatory forms, and publications. You may 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.

REVISION 01/01/2016

Call the FREE Worker Information Helpline - (866) 924-9757

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. 118, American Canyon 94903	(707) 649-3700
Bakersfield	7718 Meany Ave., Bakersfield 93308	(661) 588-6400
Foster City	1065 East Hillside Blvd., Ste. 110, Foster City 94404	(650) 573-3821
Fremont	39141 Civic Center Dr., Ste. 310, Fremont 94538	(510) 745-2812
Fresno	2550 Mariposa St., Rm. 400, Fresno 93721	(559) 445-5302
Long Beach	1500 Hughes Way, Suite C-201, Long Beach 90810	(424) 450-2630
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) 239-6936
Oakland	1515 Clay St., Ste. 1300, Box 47, Oakland 94612	(510) 224-4743
Redding	381 Hammond Dr., Redding 96002	(916) 263-2800
Sacramento	464 West Fourth St., Ste. 339, Sacramento 95821	(916) 383-4627
San Bernardino	454 Golden Gate Ave., Rm. 9516, San Bernardino 92401	(415) 557-0100
San Diego	7575 Metropolitan Dr., Ste. 207, San Diego 92108	(619) 767-2200
San Francisco	455 Golden Gate Ave., Rm. 9516, San Francisco 94102	(415) 557-0300
Santa Ana	2 MacArthur Place, Ste. 420, Santa Ana 92705	(916) 263-2803
Santa Ana	2 MacArthur Place, Ste. 420, Santa Ana 92705	(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: (559) 445-6800
- Palma / Los Angeles / Orange County: (714) 562-5525
- Oakland / Bay Area: (510) 622-2891
- San Bernardino / Northern CA: (916) 383-0784
- San Bernardino: (909) 383-4567
- San Diego / Imperial County: (619) 767-2200
- San Fernando Valley: (818) 901-5754
- San Francisco: (415) 557-0300
- Sacramento: (916) 263-2803
- Santa Ana: (714) 558-4300
- Monrovia: (626) 471-9122

REVISION 03/2021

Transgender Rights

DFEH
The Department of Fair Employment and Housing
TRANSGENER RIGHTS IN THE WORKPLACE

What are the obligations of employers when it comes to bathrooms, showers, and locker rooms?

All employees have a right to safe and appropriate restroom and locker room facilities. This includes the right to use a restroom or locker room that corresponds to the employee's gender identity, regardless of the employee's assigned sex at birth. In addition, where possible, an employer should provide an easily accessible gender-neutral bathroom for any employee who desires to use that facility, regardless of the underlying reason. If you are a single-sex restroom facility, you should be aware that the use of that facility should be based on the sex of the user, not on the gender identity of the user. This includes the use of that facility by transgender employees of state law, all single-sex toilet facilities in any business establishment, place of public accommodation, or state or local government agency must be identified as all-gender toilet facilities.

What is a gender transition?

"Sex transition" involves a process of socially aligning one's gender with the internal sense of self (i.e., changes in name and pronoun, bathroom facility usage, participation in activities like sports, or a person's decision to undergo hormone therapy, genital surgery, or other medical treatments). It is a personal and individual process, and the timing and extent of a person's gender transition are entirely up to that person. Gender identity and gender expression are protected characteristics under the Fair Employment and Housing Act. This means that employers may not discriminate against someone because they identify as transgender. Transgender is a gender identity, not a gender expression or gender non-conforming.

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