

California's Federal Employment Notices

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). The Department of Industrial Relations (DIR) is responsible for enforcing these regulations. Cal/OSHA standards can be found at www.dir.ca.gov/publications/safety.htm.

WHAT AN EMPLOYER MUST DO: All employers must provide work and workplaces that are safe and healthful. In addition, employers must provide training on safety and health. Failure to do so can result in a threat to the life or health of workers, and substantial economic penalties.

WHAT AN EMPLOYER MUST NEVER DO: Never permit an employee to do work that violates Cal/OSHA workplace safety and health regulations. Never permit an employee to be exposed to hazardous substances without providing adequate protection.

EMPLOYERS HAVE CERTAIN WORKPLACE SAFETY & HEALTH RIGHTS: As an employer, you (or someone acting for you) have the right to file a confidential complaint with Cal/OSHA. Your name will not be disclosed to your employer.

EMPLOYERS ALSO HAVE RESPONSIBILITIES: To keep the workplace and your coworkers safe, you should let your employer about any hazard that could result in an injury or illness to an employee.

HELP IS AVAILABLE: To learn more about workplace safety and health, you may contact Cal/OSHA Consultation Services for free information, required forms, and guidance.

Call the FREE Worker Information Helpline - (833) 578-0257

DIVISION OF OCCUPATIONAL SAFETY AND HEALTH (CAL/OSHA)

HEADQUARTERS: 1501 Oakland, CA 94612 • Telephone: (510) 286-7000

Table with 3 columns: District Offices, Field / Area Offices, and Cal/OSHA Consultation Services. Lists various regional offices and their contact information.

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.

What is PFWA? The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, prohibits employers from discriminating against pregnant workers.

What Other Federal Employment Laws May Apply to Pregnant Workers? Title VII which prohibits employment discrimination based on sex, pregnancy, or other protected characteristics.

What are some possible accommodations for pregnant workers? Receiving closer parking, Receiving flexible hours, Receiving modified or adjusted uniforms and safety apparel.

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California Minimum Wage

Effective January 1, 2025, the minimum wage for all employees is \$15.00 per hour.

Table showing minimum wage rates for different employee categories from January 1, 2023 to January 1, 2025. Columns include Effective Date, Employees with 25 or Fewer Employees, and Employees with 26 or More Employees.

EMPLOYERS MUST NOTIFY EACH EMPLOYEE OF THE MINIMUM WAGE: Employers must provide a written notice to each employee regarding the minimum wage.

EMPLOYERS MUST POST THE MINIMUM WAGE: Employers must post the minimum wage information in a public place accessible to all employees.

Table showing the impact of the minimum wage increase on employers. Columns include Effective Date, Employees with 25 or Fewer Employees, and Employees with 26 or More Employees. Rows show Logos, Room occupied, Room shared, and Apartment.

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Family Medical Leave Act

The Family and Medical Leave Act (FMLA) allows eligible employees to take up to 12 weeks of unpaid leave for certain family and medical reasons.

Who is eligible for FMLA? Employees who have worked for the employer for at least 12 months and have worked at least 1,250 hours.

What are the reasons for FMLA leave? Birth of a child, care for a child with a serious health condition, care for a spouse or parent with a serious health condition.

How is FMLA leave taken? FMLA leave is taken in increments of at least one hour, and the total amount of leave cannot exceed 12 weeks.

What are the benefits during FMLA leave? Employees on FMLA leave are entitled to the same benefits as if they were working.

What are the consequences of FMLA leave? Employees on FMLA leave are not entitled to a job guarantee, but they are entitled to reinstatement.

What are the penalties for FMLA violations? Employers who violate FMLA are liable for damages, including back pay and benefits.

What are the remedies for FMLA violations? Employees can sue for damages, including back pay and benefits.

What are the defenses for FMLA violations? Employers can defend against FMLA claims by showing that the employee was not eligible.

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Whistleblowers' Protection

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.

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, when 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.

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Emergency Notice

Emergency notice regarding workplace safety and health. Includes information on how to report an emergency and what to do in the event of an emergency.

Time Off For Voting

Information regarding time off for voting. Employees are entitled to time off to vote in a general election.

No Smoking

Information regarding no smoking policies. Smoking is prohibited in all indoor workplaces.

Equal Employment Opportunity

Information regarding equal employment opportunity. Prohibits discrimination based on race, sex, and other protected characteristics.

Workers' Compensation

Information regarding workers' compensation. Provides benefits for employees who are injured or become disabled due to work-related activities.

Unemployment Insurance

Information regarding unemployment insurance. Provides benefits for employees who are unemployed and have lost their job.

Sexual Harassment

Information regarding sexual harassment. Prohibits sexual harassment in the workplace.

Transgender in the Workplace

Information regarding transgender rights in the workplace. Prohibits discrimination based on gender identity.

Discrimination and Harassment

Information regarding discrimination and harassment. Prohibits discrimination and harassment in the workplace.

Medical and Exposure Records

Information regarding medical and exposure records. Employees have the right to access their medical and exposure records.

Notice of Withholding

Information regarding notice of withholding. Employees must receive notice of withholding of wages.

Unemployment Insurance Benefits

Information regarding unemployment insurance benefits. Employees are eligible for unemployment insurance benefits if they are unemployed and have lost their job.

State & Federal Poster

Information regarding state and federal posters. Employers must post certain notices in the workplace.

Payday Notice

Information regarding payday notice. Employees must receive notice of their payday.

Regular Paydays for Employees

Information regarding regular paydays for employees. Employees must be paid on a regular basis.