

CALIFORNIA Labor Laws

Minimum Wage Department of Industrial Relations mends General Minimum Wage Order and IWC Industry and Occupation Order FFFFCTIVE: IANUARY 1 2021 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 not less than the followin Effective January 1, 2024 Minimum Wage: \$16.00 per hour *See Sec. 2 bel Effective January 1, 2023 Minimum Wage \$15.50 per hou PREVIOUS YEAF Employers with 25 or Fewer Employees* Employers with 26 or More Employee EFFECTIVE DATE \$14.00 \$15.00 January 1, 2022 \$13.00 \$14.00 lanuary 1, 2021

ees treated as employed by a single qualified 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 o

SUMMARY OF ACTION

MINIMUM WAGES

TAKE NOTICE that on April 4, 2016, the Governor of California signed legislation passed by the California Legislature, raising the imum wage for all industries. (SB 3, Stats of 2016, amending section 1182.12. of the California Labor Code.) and, in 2023, raised the minimum wage pavable by certain Fast Food Restaurant employers (AB 1228, Stats, 2023) and Healthcare Facility employers (SB 525, Stats. 2023). Pursuant to its authority under Labor Code section 1182.13, the Department of Industrial Relations amends and publishes Sections 2, 3, and 5 of the General Minimum Wage Order, MW-2024. Section 1, Applicability, and Section 4, Separability, have not been changed. Consistent with these enactments, amendments are made to the minimum wage, and the meals and lodging credits sections of all of the IWC's industry and occupation orders.

wage orders may be obtained by downloading online at https://www.dir.ca.gov/iwc/WageOrderIndustries.htm or by contacting your included herein. vision of Labor Standards Enforcement office

APPI ICARII ITY he provisions of this Order shall not apply to outside salespersons and individuals who are the parent, spouse, or children of the employer previously contained in this Order and the IWC's industry and occupation orders. Exceptions and modifications provided by te or in Section 1, Applicability, and in other sections of the IWC's industry and occupation orders may be used where any such provisions are enforceable and applicable to the employer.

loyer shall pay to each employee wages not less than those stated above, on each effective date, per hour for all hours worked, except the following who shall pay no less than the specified minimum wage to each employee: Fast Food Restaurant mployers under Part 4.5.5, of Division 2 of the Labor Code (commencing with Labor Code section 1474), effective April 1, 2024; Healthcare Facility employers under Labor Code section 1182.14, effective June 1, 2024. Note: A supplement to this order is

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

EFFECTIVE:	JANUARY 1, 2021		JANUARY 1, 2022		JANUARY 1, 2023	JANUARY 1, 2024
For an employer who employs: LODGING	26 or More Employees	25 or Fewer Employees	26 or More Employees	25 or Fewer Employees	All Employers regardless of number of Employees	All Employers regardless of number of Employees
Room occupied alone	\$65.83/ week	\$61.13/ week	\$70.53/week	\$65.83/week	\$72.88 /week	\$75.23 /week
Room shared	\$54.34/ week	\$50.46/ week	\$58.22/week	\$54.34/week	\$60.16 /week	\$62.10 /week
Apartment — two thirds (2/3) of the ordinary rental value, and in no event more than:	\$790.67/ month	\$734.21/ month	\$847.12/ month	\$790.67/ month	\$875.33 /month	\$903.60 /month
Where a couple are both employed by the employer, two thirds (2/3) of the ordinary rental value, and in no event more than:	\$1,169.59/ month	\$1,086.07/ month	\$1,253.10/ month	\$1,169.59/ month	\$1,294.83 /month	\$1,336.65 /month
Breakfast	\$5.06	\$4.70	\$5.42	\$5.06	\$5.60	\$5.78
Lunch	\$6.97	\$6.47	\$7.47	\$6.97	\$7.72	\$7.97
Dinner	\$9.35	\$8.68	\$10.02	\$9.35	\$10.35	\$10.68

Workers' Comp.

You Get Hurt

Senefits. Workers' compensation benefits include:

therapy and occupational therapy visits.

nedical group after you are injured.

ovide treatment to workers injured on the jo

information.

Paid Sick Leave

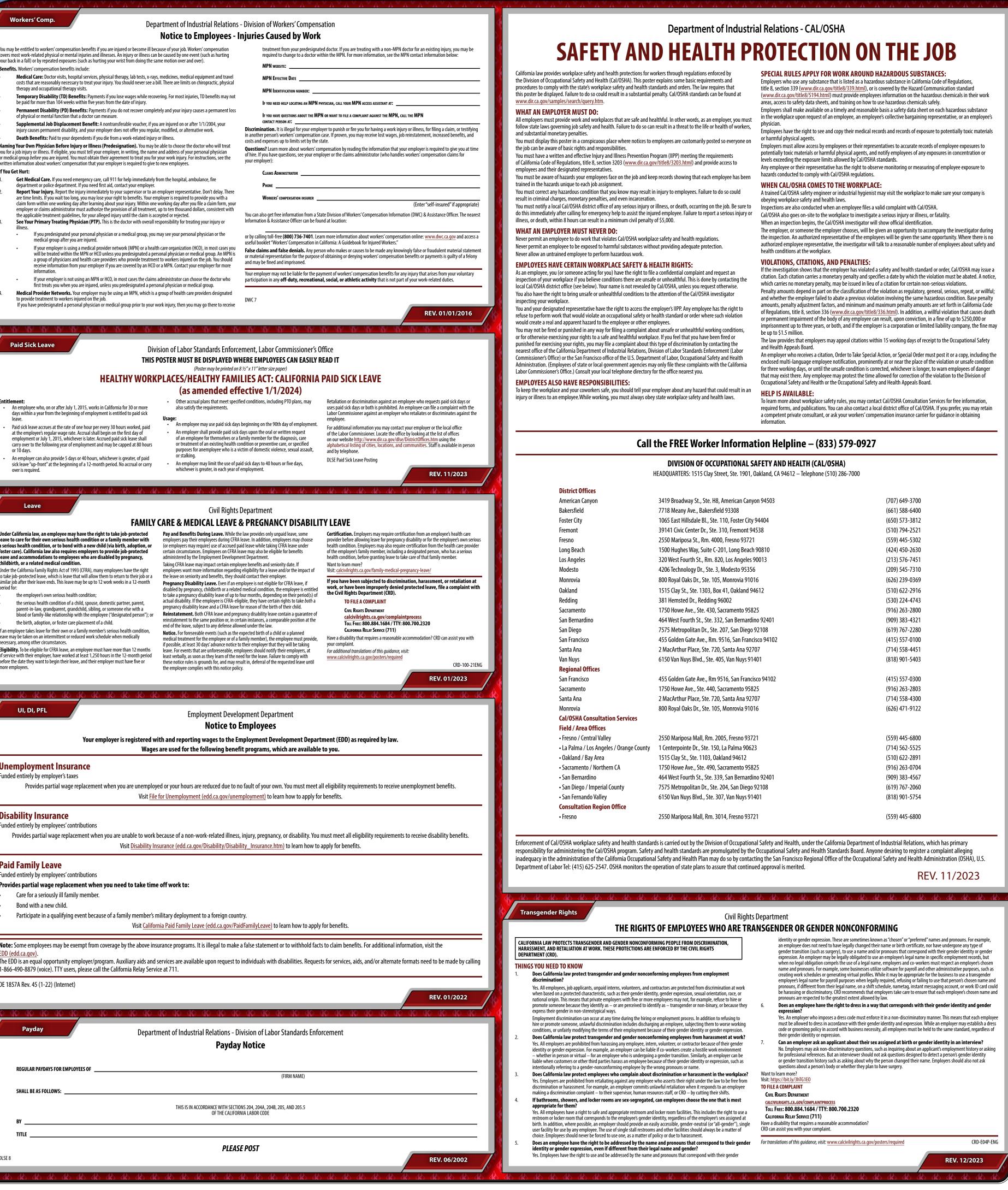
Meals or lodging may not be credited against the minimum wage without a voluntary written agreement between the employer and the employee. When credit for meals or lodging is used to meet part of the employer's minimum wage obligation, the amounts so credited may not be more than the amounts stated in the table above. SEPARABILIT f the application of any provision of this Order, or any section, subsection, subdivision, sentence, clause, phrase, word or portion of

this Order should be held invalid, unconstitutional, unauthorized, or prohibited by statute, the remaining provisions thereof shall not This summary must be made available to employees in accordance with the IWC's wage orders. Copies of the full text of the amended be affected thereby, but shall continue to be given full force and effect as if the part so held invalid or unconstitutional had not been AMENDED PROVISION

> This Order amends the minimum wage and meals and lodging credits in MW-2023, as well as in the IWC's industry and occupation orders. (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 occupation order

> These Amendments to the Wage Orders shall be in effect as of January 1, 2024. tions 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 www.dir.ca.gov/DLSE/dlse.html or under a search for "California Labo Commissioner's Office" on the internet or any other directory. The Labor Commissioner has offices in the following cities: Bakersfield ntro, Fresno, Long Beach, Los Angeles, Oakland, Redding, Sacramento, Salinas, San Bernardino, San Diego, San Francisco, San Jose, Santa Ana, Santa Barbara, Santa Rosa, Stockton, and Van Nuvs

1071CE: 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 o Leave ibor dictates that the employee is entitled to the higher minimum wage rate THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONL Inder California law, an employee may have the right to take job-protected eave to care for their own serious health condition or a family member with Pregnancy Rights erious health condition, or to bond with a new child (via birth, adoption, c Civil Rights Department ster care). California law also requires employers to provide job-protected ve and accommodations to employees who are disabled by pregnancy YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE ildbirth, or a related medical con if the need for the reasonable accommodation, transfer, or PDL is foreseeable, or as soon as practicable if the need is an nder the California Family Rights Act of 1993 (CFRA), many employees have the right IF YOU ARE PREGNANT, HAVE A PREGNANCY-RELATED MEDICAL CONDITION, OR ARE RECOVERING FROM CHILDBIRTH, take job-protected leave, which is leave that will allow them to return to their job or a 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 milar job after their leave ends. This leave may be up to 12 work weeks in a 12-month 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 the employee's own serious health condition: 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 the serious health condition of a child, spouse, domestic partner, parent, 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 parent-in-law, grandparent, grandchild, sibling, or someone else with a 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 blood or family-like relationship with the employee ("designated person"); or rovide you with pregnancy disability leave (PDL) of up to four months (the working days you normally would work in o 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 n employee takes leave for their own or a family member's serious health condition ertification of your medical need, your employer may be justified in delaying your reasonable accommodation, transfer, o eave may be taken on an intermittent or reduced work schedule when medically rtain instances, to a comparable job. Taking PDL, however, does not protect you from non-leave related employment action ecessary, among other circumstances. such as a lavoff ADDITIONAL LEAVE UNDER THE CALIFORNIA FAMILY RIGHTS ACT (CFRA) ligibility. To be eligible for CFRA leave, an employee must have more than 12 months Provide a reasonable amount of break time and use of a room or other location in close proximity to the employee's work area service with their employer, have worked at least 1,250 hours in the 12-month period 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 efore the date they want to begin their leave, and their employer must have five or 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 yo R 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 ubmit written medical certification from your health care provider substantiating the need for your leave. Civil Rights Department UI, DI, PFL PDL may include, but is not limited to, additional or more frequent breaks, time for prenatal or postnatal medical alcivilrights.ca.gov/compla 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 regnancy-induced hyper-tension, preeclampsia, recovery from childbirth or loss or end of pregnancy, and/or post-partum CALIFORNIA RELAY SERVICE (711) Have a disability that requires a reasonable accommodation? CRD can assist you with your complaint. 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, For translations of this quidance, visit: www.calcivilrights.ca.gov/posters/required cluding intermittent leave or a reduced work schedule. *PDL, CFRA leave, and anti-discrimination protections apply to employers of 5 or more employees; anti-harassment protections apply to Your leave will be paid or unpaid depending on your employer's policy for other medical leaves. You may also be eligible for state disability insurance or Paid Family Leave (PFL), administered by the California Employment Development Department emplovers of 1 or more. ** "Child" means a bioloaical, adopted, or foster child, a stepchild, a leaal ward, or a child of an employee or the employee's domestic At your discretion, you can use any vacation or other paid time off during your PDL. Unemployment Insurance partner, or a person to whom the employee stands in loco parentis. Your employer may require or you may choose to use any available sick leave during your PDL ** "Parent" includes a biological, foster, or adoptive parent, a parent-in-law, a stepparent, a legal guardian, or other person who stood in unded entirely by employer's taxes Your employer is required to continue your group health coverage during your PDL at the same level and under the same loco parentis to the employee when the employee was a child. conditions that coverage would have been provided if you had continued in employment continuously for the duration of your CRD-E09P-ENG Taking PDL may impact certain of your benefits and your seniority date; please contact your employer for details CE OBLIGATIONS AS AN EMPLOYEE Give your employer reasonable notice. To receive reasonable accommodation, obtain a transfer, or take PDL, you must give Disability Insurance your employer sufficient notice for your employer to make appropriate plans. Sufficient notice means 30 days advance notice REV. 01/2023 unded entirely by employees' contributions Employment Development Department Paid Family Leave NOTICE TO EMPLOYEES unded entirely by employees' contributions UNEMPLOYMENT INSURANCE BENEFIT: Provides partial wage replacement when you need to take time off work to: 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. Care for a seriously ill family member. Bond with a new child. The fastest way to file for Unemployment Insurance (UI) is with UI Online at I may be eligible to receive Unemployment Insurance benefits if you are: Unemployed or working less than full-time. www.edd.ca.gov/UI_Online. You may also file for Unemployment Insurance by calling toll-free from anywhere in the U.S. at: Out of work due to no fault of your own and physically able to work, ready to accept work, and looking for work es of Educational Institution 1-800-300-5616 Mandarin 1-866-303-0706) (edd.ca.gov) Unemployment Insurance benefits based on wages earned while employed by a public or nonprofit educational institution 1-800-326-8937 Vietnamese 1-800-547-2058 may not be paid during a school recess period if the employee has reasonable assurance of returning to work at the end of the 1-800-547-3506 TTY 1-800-815-9387 ess period (California Unemployment Insurance Code section 1253.3). Benefits based on other covered employment may -866-490-8879 (voice). TTY users, please call the California Relay Service at 711. be payable during recess periods if the unemployed individual is in all other respects eligible, and the wages earned in other covered employment are sufficient to establish an Unemployment Insurance claim after excluding wages earned from a publi Note: Waiting to file a claim could delay benefits. DE 1857A Rev. 45 (1-22) (Internet) r nonprofit educational institution(s EDD representatives are available Monday through Friday between 8 a.m. and 12 noon (Pacific Time). Note: Some employees may be exempt from Unemployment and Disability Insurance coverage. DE 1857D Rev. 19 (7-18) (INTERNET) REV. 07/2018 Payday Department of Industrial Relations - CAL/OSHA **Emergency Contact Information REGULAR PAYDAYS FOR EMPLOYEES OF** EMERGENCY SHALL BE AS FOLLOW Posting is required by Title 8 Section 1512 (e), California Code of Regulations State of California Department of Industrial Relations Cal/OSHA Publications DOSHPublications@dir.ca.g REV. 03/1990



This poster is in compliance with state posting requirements.

n 94503	(707) 649-3700
	(661) 588-6400
4404	(650) 573-3812
38	(510) 794-2521
	(559) 445-5302
0810	(424) 450-2630
013	(213) 576-7451
	(209) 545-7310
5	(626) 239-0369
12	(510) 622-2916
	(530) 224-4743
5	(916) 263-2800
92401	(909) 383-4321
2108	(619) 767-2280
co 94102	(415) 557-0100
7	(714) 558-4451
)1	(818) 901-5403
o 94102	(415) 557-0300
	(916) 263-2803
7	(714) 558-4300
	(626) 471-9122
	(559) 445-6800
	(714) 562-5525
	(510) 622-2891
	(916) 263-0704
92401	(909) 383-4567
2108	(619) 767-2060
)1	(818) 901-5754
	(559) 445-6800

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?

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

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 nd possible investigation

	Discrimination Civil Rights	-		
	CALIFORNIA LAW PROHIBITS WORKPL	ACE DISCRIMINATION & HARASSMENT		
	California Civil Rights Department (CRD) enforces laws that protect you from illegal discrimination and ssment in employment based on your actual or perceived:	ADDITIONAL PROTECTIONS California law offers additional protections to those who work for employers with five or more employees. Some exceptions n		
•	ANCESTRY AGE (40 and above) COLOR DISABILITY (physical, developmental, mental health/psychiatric, HIV and AIDS)	 apply. These additional protections include: Specific protections and hiring procedures for people with criminal histories who are looking for employment Protections against discrimination based on an employee or job applicant's use of cannabis off the job and away freworkplace 		
•	GENETIC INFORMATION GENDER EXPRESSION	3. Up to 12 weeks of job-protected leave to eligible employees to care for themselves, a family member (child of any spouse, domestic partner, parent, parent-in-law, grandparent, grandchild, sibling) or a designated person (with bl family-like relationship to employee); to bond with a new child; or for certain military exigencies		
	GENDER IDENTITY MARITAL STATUS MEDICAL CONDITION (genetic characteristics, cancer, or a record or history of cancer) MILITARY OR VETERAN STATUS	 Up to five days of job-protected bereavement leave within three months of the death of a family member (ch parent, sibling, grandparent, grandchild, domestic partner, or parent-in-law) 		
		5. Up to four months of job-protected leave to employees disabled because of pregnancy, childbirth, or a related meet condition, as well as the right to reasonable accommodations, on the advice of their health care provider, related to pregnancy, childbirth, or a related medical condition		
	NATIONAL ORIGIN (includes language restrictions and possession of a driver's license issued to undocumented immigrants) RACE (includes hair texture and hairstyles)	6. Up to five days of job-protected leave following a reproductive loss event (failed adoption, failed surrogacy, miscal stillbirth, or unsuccessful assisted reproduction)		
	RELIGION (includes religious dress and grooming practices) REPRODUCTIVE HEALTH DECISIONMAKING	 Protections against retaliation when a person opposes, reports, or assists another person to oppose unlawful discr including filing an internal complaint or a complaint with CRD 		
	SEX/GENDER (includes pregnancy, childbirth, breastfeeding and/or related medical conditions) SEXUAL ORIENTATION	 REMEDIES/FILING A COMPLAINT The law provides remedies for individuals who experience prohibited discrimination, harassment, or retaliation in workplace. These remedies can include hiring, front pay, back pay, promotion, reinstatement, cease-and-desist o expert witness fees, reasonable attorney's fees and costs, punitive damages, and emotional distress damages. 		
THE CALIFORNIA FAIR EMPLOYMENT AND HOUSING ACT AND ITS IMPLEMENTING REGULATIONS PROTECT CIVIL RIGHTS AT WORK.		 If you believe you have experienced discrimination, harassment, or retaliation, you may file a complaint with CRD. Independent contractors and volunteers: If you believe you have been harassed, you may file a complaint with CRD. 		
A C	The law prohibits harassment of employees, applicants, unpaid interns, volunteers, and independent contractors by any person. This includes a prohibition against harassment based on any characteristic listed above, such as sexual harassment, gender harassment, and harassment based on pregnancy, childbirth, breastfeeding, and/or related medical conditions.	 Complaints must be filed within three years of the last act of discrimination/harassment/retaliation. For those whe under the age of 18, complaints must be filed within three years after the last act of discrimination/harassment/retaliation or one year after their eighteenth birthday, whichever is later. If you have been subjected to discrimination, harassment, or retaliation at work, file a complaint with 		
2.	All employers are required to take reasonable steps to prevent all forms of harassment, as well as provide information to each of their employees on the nature, illegality, and legal remedies that apply to sexual harassment.	<u>calcivilrights.ca.gov/complaintprocess</u> Toll Free: 800.884.1684 / TTY: 800.700.2320 California Relay Service (711)		
3. Disc 1.	Employers with five or more employees and public employers must train their employees regarding the prevention of sexual harassment, including harassment based on gender identity, gender expression, and sexual orientation. CRIMINATION/REASONABLE ACCOMODATIONS California law prohibits employers with five or more employees and public employers from discriminating based on any protected characteristic listed above when making decisions about hiring, promotion, pay, benefits, terms of employment,			
i 2. E	layoffs, and other aspects of employment. Employers cannot limit or prohibit the use of any language in any workplace unless justified by business necessity. The			
3.	employer must notify employees of the language restriction and consequences for violation. Employers cannot discriminate against an applicant or employee because they possess a California driver's license or ID issued to an undocumented person.	Government Code section 12950 and California Code of Regulations, title 2, section 11023, require all employers to po document. It must be conspicuously posted in hiring offices, on employee bulletin boards, in employment agency wai union halls, and other places employees gather. Any employer whose workforce at any facility or establishment consis		
4.	Employers must reasonably accommodate the religious beliefs and practices of an employee, unpaid intern, or job applicant, including the wearing or carrying of religious clothing, jewelry or artifacts, and hair styles, facial hair, or body hair, which are part of an individual's observance of their religious beliefs.	10% of non-English speaking persons must also post this notice in the appropriate language or languages.		
5.	Employers must reasonably accommodate an employee or job applicant with a disability to enable them to perform the essential functions of a job.	For translations of this guidance, visit: www.calcivilrights.ca.gov/posters/required		
		REV. 1/2024		
V .				
A W				

If you are scheduled to be at work during that time and you do not have sufficient time outside of working hours to vote at a statewide election, California law allows you to take up to two hours off to vote, without losing any pay.

You may take as much time as you need to yote, but only two hours of that time will be paid. our time off for voting can be only at the beginning or end of your regular work shift, whichever allows the most free time for voting and the least time off from your regular working shift, unless you make another arrangement with your employe nree working days before the election you think you will need time off to vote, you must notify your employer at least two working days prior to the election.





CALIFORNIA ELECTIONS CODE SECTION 14000