

Minimum Wage

CALIFORNIA Employment Laws

Department of Industrial Relations

EFFECTIVE:

or an employer who

oom occupied alone

week

month

week

month

Room shared

Apartment — two

thirds (2/3) of the

Where a couple are

both employed by

the employer, two

thirds (2/3) of the ordinary rental value

ordinary rental value,

employs:

POSTER COMPLIANCE DATE 01/2019

JANUARY 1, 2018

and in no event more \$593.05/ \$564.81/ \$621.29/ \$593.05/ \$677.75/ \$621.28/ \$734.21/ \$677.75/

and in no event more \$877.27/ \$835.49/ \$919.04/ \$877.26/ \$1002.56/ \$919.02/ \$1086.07/ \$1002.56/

26 or

JANUARY 1, 2019

More Fewer More Fewer More

week week week week week week week

week week week week week

\$49.38/ \$47.03/ \$51.73/ \$49.38/ \$56.43/ \$51.73/ \$61.13/ \$56.43/

\$40.76/ \$38.82/ \$42.70/ \$40.76/ \$46.58/ \$42.70/ \$50.46/ \$46.58/

Employees | Employees | Employees | Employees | Employees | Employees |

25 or 26 or 25 or 26 or 25 or

JANUARY 1, 2020

Fewer

week

Department of Industrial Relations - Division of Workers' Compensation

Notice to Employees - Injuries Caused by Work

- Benefits. Workers' compensation benefits include Medical Care: Doctor visits, hospital se and travel costs that are reasonably ne chiropractic, physical therapy and occupa Temporary Disability (TD) Benefits may not be paid for more than 104 we Permanent Disability (PD) Benefit
- permanent loss of physical or mental f Supplemental Job Displacement Ber our injury causes permanent disability

- If You Get Hurt: Get Medical Care. If you need emerge department or police department. If you Report Your Injury, Report the injury delay. There are time limits. If you wait
- provide you with a claim form within or after you file a claim form, your emplo to ten thousand dollars, consistent with is accepted or rejected. See Your Primary Treating Physician
- If you predesignated your p the medical group after you are If your employer is using a me
- cases you will be treated with group. An MPN is a group of p injured on the job. You should MPN. Contact your employer
- If your employer is not using a who first treats you when you group.

ntitlement

- An employee who, on or after July from the beginning of employmen Paid sick leave accrues at the rate of
- regular wage rate. Accrual shall begin Accrued paid sick leave shall carry ov
- 48 hours or 6 days. However, subject paid leave or paid time off policy (P leave or paid time off, no accrual or beginning of each year in accordance

Leave

der the California Family Rights Act of 199 orked at least 1,250 hours in the 12-month pe ight to family care or medical leave (CFRA leav birth, adoption, or foster care placement of you parent or spouse. While the law provides only ur accrued paid leave while taking CFRA leave under Even if you are not eligible for CFRA leave, if you you are entitled to take a pregnancy disability disability. If you are CFRA-eligible, you have cert

UI, DI, PFL

THIS EMPLOYER IS REGISTERED WITH

- Online: UI OnlineSM is the fastest and r www.edd.ca.gov/UI_Online to get
- Phone: Representatives are available 8 a.m. to 12 noon (Pacific Standard T
- English 1-800-300-5616 Spanish 1-800-326-8937
- Fax or Mail: When accessing UI Online their UI application to the EDD. If this For faster and more secure processing, your UI application, use the address on

DI - Disability Insurance

- funded entirely by employees' contributions) Disability Insurance (DI) is funded by employee eligible Californians who are unable to work due four employer must provide the Disability Insura each employee who is unable to work due to a n How to File a New DI Claim
- Jse one of the following methods: **Online:** SDI Online is the fastest and
- www.edd.ca.gov/SDI_Online to ge
- Mail: To file a claim with the EDD by DE 2501 form. You can obtain a paper Disability Insurance office, online at **wv**

- POLLS ARE OPEN FROM 7:00 A.M. TO 8:00 If you are scheduled to be at work during t osing any pay.
- fou may take as much time as you need to y our time off for voting can be only at the b arrangement with your employer. If three working days before the election y

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

EFFECTIVE DATE	Employers with 26 or More Employees*	Employers with 25 or Fewer Employees*
January 1, 2019	\$12.00	\$11.00
January 1, 2020	\$13.00	\$12.00
	PREVIOUS YEARS	
January 1, 2017	\$10.50	\$10.00
January 1, 2018	\$11.00	\$10.50

To employers and representatives of persons working in industries and occupations in the State of California:

SUMMARY OF ACTIONS

TAKE NOTICE that on April 4, 2016, the Governor of California signed legislation passed by the California Legislature, raising the minimum wage for all industries. (SB 3, Stats of 2016, amending section 1182.12. of the California Labor Code.) Pursuant to its authority under Labor Code section 1182.13, the Department of Industrial Relations amends and republishes Sections 2, 3, and 5 of the General Minimum Wage Order, MW-2017, Section 1, Applicability, and Section 4, Separability, have not been changed. Consistent with this enactment, amendments are made to the minimum wage, and the meals and lodging credits sections of all of the IWC's industry and occupation orders. This summary must be made available to employees in accordance with the IWC's wage orders. Copies of the full text of the

amended wage orders may be obtained by ordering on-line at www.dir.ca.gov/WP.asp, or by contacting your local Division of Labor Standards Enforcement office 1. APPLICABILITY

The 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 statute 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. MINIMUM WAGES

Every employer shall pay to each employee wages not less than those stated above, on each effective date, per hour for all hours

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

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. Pepartment of Labor dictates that the employee is entitled to the higher minimum wage rate.

Pregnancy Rights

The Department of Fair Employment and Housing

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

Your Rights and Obligations as a Pregnant Employee

f vou are preanant, have a related medical condition, or are recoverina from childbirth, please read this notice. California law protects employees against discrimination or harassment because of an employee's pregnancy, childbirth or any related medical condition (referred to below as "because of pregnancy"). California law also prohibits employers from denving or interfering with an employee's pregnancy-related employment rights

YOUR EMPLOYER HAS AN OBLIGATION TO:

- Reasonably accommodate your medical needs related to pregnancy, childbirth or related conditions (such as temporarily modifying your work duties, providing you with a stool or chair, or allowing more frequent breaks); Transfer you to a less strenuous or hazardous position (where one is available) or duties if medically needed because of your pregnancy; and
- Provide you with pregnancy disability leave (PDL) of up to four months (the working days you normally would work in one-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 certain instances, to a comparable job. Taking PDL, however, does not protect you from nonleave related employment actions, such as a layoff.
- Provide a 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. FOR PREGNANCY DISABILITY LEAVE
- PDL is not for an automatic period of time, but for the period of time that you are disabled by pregnancy. Your health care provider determines how much time you will need
- 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 position if you request a written guarantee. Your employer may require you to submit written medical certification from your health care provider substantiating the need for your leave. PDL may include, but is not limited to, additional or more frequent breaks, time for prenatal or postnatal medical
- appointments, doctor-ordered bed rest, severe morning sickness, gestational diabetes, pregnancy-induced hypertension, preeclampsia, recovery from childbirth or loss or end of pregnancy, 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 or a reduced work schedule, all of which counts against your four month
- entitlement to leave 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. At your discretion, you can use any vacation or other paid time off 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 at 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.

- NOTICE 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 if the need for the reasonable accommodation, transfer, or PDL is foreseeable, otherwise as soon as practicable if the need is an emergency or unforeseeable. Provide a Written Medical Certification from Your Health Care Provider. Except in a medical emergency where there
- is no time to obtain it, your employer may require you to supply a written medical certification from your health care provider of the medical need for your reasonable accommodation, transfer or PDL. If the need is an emergency or unforeseeable, you must provide this certification within the time frame your employer requests, unless it is not practicable for you to do so under the circumstances despite your diligent, good faith efforts. Your employer must provide at least 15 calendar days for you to submit the certification. See your employer for a copy of a medical certification form to give to your health care provider to complete.
- accommodation, transfer, or PDL.

ADDITIONAL RIGHTS UNDER CALIFORNIA FAMILY RIGHTS ACT (CFRA) LEAVE:

You also may be entitled to additional rights under the California Family Rights Act of 1993 (CFRA) if you have more than 12 months of service with us and have worked at least 1,250 hours in the 12-month period before the date you want to begin your leave. This leave may be up to 12 workweeks in a 12-month period for the birth, adoption, or foster care placement of your child or for your own serious health condition (not related to pregnancy) or that of your child, parent or spouse. While the law provides only unpaid leave, employees may choose or employers may require use of accrued paid leave while taking CFRA leave under certain circumstances. For further information on the availability CFRA leave, please review your employer's Notice regarding the availability of CFRA leave.

This notice is a summary of your rights and obligations under the Fair Employment and Housing Act (FEHA). For more information about your rights and obligations as a pregnant employee, contact your employer, visit the Department of Fair Employment and Housina's Web site at www.dfeh.ca.aov, or contact the Department at (800) 884-1684 (voice or via relay operator 711), TTY (800) 700-2320, or contact.center@dfeh.ca.gov. The text of the FEHA and the regulations interpreting it are available on the Department of Fair Employment and Housing's Web site at www.dfeh.ca.gov.

Employment Development Department 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: Note: Some employees may be exempt from Unemployment and Disability Insurance coverage. Unemployed or working less than full-time. The fastest way to file for Unemployment Insurance (UI) is with UI Online at www.edd.ca.gov/UI_Online. Out of work due to no fault of your own and physically able to work, ready to accept work, and looking You may also file for Unemployment Insurance by calling toll-free from anywhere in the U.S. at: for work. -800-300-5616 1-866-303-0706 Mandarin Employees of Educational Institutions: Spanish 1-800-326-8937 Vietnamese 1-800-547-2058 Unemployment Insurance benefits based on wages earned while employed by a public or nonprofit Cantonese 1-800-547-3506 TTY 1-800-815-9387 educational institution may not be paid during a school recess period if the employee has reasonable assurance of returning to work at the end of the recess period (California Unemployment Insurance Note: Waiting to file a claim could delay benefits. Code section 1253.3). Benefits based on other covered employment may be payable during recess EDD representatives are available Monday through Friday between 8 a.m. and 12 noon (Pacific Time). periods if the unemployed individual is in all other respects eligible, and the wages earned in other DE 1857D Rev. 19 (7-18) (INTERNET) covered employment are sufficient to establish an Unemployment Insurance claim after excluding wages earned from a public or nonprofit educational institution(s). REV. 07/2018 Department of Industrial Relations - CAL/OSHA **Emergency Contact Information** EMERGENCY Posting is required by Title 8 Section 1512 (e), California Code of Regulations AMBULANCE STATE OF CALIFORNIA FIRE – RESCUE:

- CAL/OSHA PUBLICATIONS P.O. Box 420603
 - SAN FRANCISCO, CA 94142-0603

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month month month month month month month \$3.80 \$3.62 \$3.98 \$3.80 \$4.34 \$3.98 \$4.70 \$4.34 \$5.22 \$4.97 \$5.47 \$5.22 \$5.97 \$5.47 \$6.47 \$5.97 \$7.09 \$6.68 \$7.35 \$7.01 \$8.01 \$7.34 \$8.68 \$8.01 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 SEPARABILITY If 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 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 included herein AMENDED PROVISIONS

This Order amends the minimum wage and meals and lodging credits in MW-2017, 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

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 http://www.dir.ca.gov/DLSE/dlse.html 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 Jose, Santa Ana, Santa Barbara, Santa Rosa, Stockton, and Van Nuys.

These Amendments to the Wage Orders shall be in effect as of January 1, 2019.

Taking PDL may impact certain of your benefits and your seniority date: please contact your employer for details.

If possible, you must provide at least 30 days' advance notice for foreseeable events (such as the expected birth of a child or a planned medical treatment for yourself). For events that are unforeseeable, we need you to notify us, at least verbally, as soon as you learn of the need for the leave. Failure to comply with these notice rules is grounds for, and may result in, deferral of the requested leave until you comply with this notice policy.

Please note that if you fail to give your employer reasonable advance notice or, if your employer requires it, written medical certification of your medical need, your employer may be justified in delaying your reasonable

CAL/OSHA:



DFEH-E09P-ENG REV. 06/2017

fou may be entitled to workers' compensation benefits if you are injured or become ill because of your job. Workers' compensation covers most work-related physical or mental injuries and illnesses. An injury or illness can be caused by one event (such as hurting your back in a fall) or by repeated exposures (such as hurting your wrist from doing the same motion	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. If you have predesignated a personal physician or medical group prior to your work injury, then you may go there to receive treatment from your predesignated	Safety and Health P
wer and over). Benefits. Workers' compensation benefits include:	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:	California law provides workplace safety and health protections for workers through regulations enforced by the Division of Occupational Safety and Health (Cal/OSHA). This poster explains some basic
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 this provide the second sec	MPN website:	requirements and procedures to comply with the state's workplace safety and health standards and
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 be paid for more than 104 years within fine years from the data of injury.	MPN EFFECTIVE DATE	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 <u>www.dir.ca.gov/samples/search/query.htm</u> .
may not 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:	WHAT AN EMPLOYER MUST DO: All employers must provide work and workplaces that are safe and healthful. In other words, as an
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	IF YOU HAVE QUESTIONS ABOUT THE MPN OR WANT TO FILE A COMPLAINT AGAINST THE MPN, CALL THE MPN	employer, you must follow state laws governing job safety and health. Failure to do so can result in a
work. Death Benefits: Paid to your dependents if you die from a work-related injury or illness.	CONTACT PERSON AT:	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
Naming Your Own Physician Before Injury or Illness (Predesignation). You may be able to choose the doctor who vill treat you for a job injury or illness. If eligible, you must tell your employer, in writing, the name and address of your	increased benefits, and 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	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
personal physician or medical group <i>before</i> you are injured. You must obtain their agreement to treat you for your work njury. For instructions, see the written information about workers' compensation that your employer is required to give to	at time of hire. If you have questions, see your employer or the claims administrator (who handles workers' compensation claims for your employer):	requirements of California Code of Regulations, title 8, section 3203 (<u>www.dir.ca.gov/title8/3203.html</u>).
iew employees. f You Get Hurt:	CLAIMS ADMINISTRATOR	You must be aware of hazards your employees face on the job and keep records showing that each employee has been trained in the hazards unique to each job assignment.
 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. 	Рнопе	You must correct any hazardous condition that you know may result in injury to employees. Failure to do so could result in criminal charges, monetary penalties, and even incarceration.
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 claim form within one working day after learning about your injury. Within one working day	Workers' compensation insurer	You must notify a local Cal/OSHA district office of any serious injury or illness, or death, occurring on
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	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:	the job. Be sure to do this immediately after calling for emergency help to assist the injured employee. Failure to report a serious injury or illness, or death, within 8 hours can result in a minimum civil penalty
is accepted or rejected. 8. See Your Primary Treating Physician (PTP). This is the doctor with overall responsibility for treating your injury	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."	of \$5,000. WHAT AN EMPLOYER MUST NEVER DO:
or illness. • If you predesignated your personal physician or a medical group, you may see your personal physician or	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	Never permit an employee to do work that violates Cal/OSHA workplace safety and health regulations.
 the medical group after you are injured. If your employer is using a medical provider network (MPN) or a health care organization (HCO), in most 	guilty of a felony and may be fined and imprisoned.	Never permit an employee to be exposed to harmful substances without providing adequate protection. Never allow an untrained employee to perform hazardous work.
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 receive information from your employer if you are covered by an HCO or a	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.	EMPLOYEES HAVE CERTAIN WORKPLACE SAFETY & HEALTH RIGHTS:
 MPN. Contact your employer for more information. If your employer is not using an MPN or HCO, in most cases the claims administrator can choose the doctor 	uules.	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
who first treats you when you are injured, unless you predesignated a personal physician or medical group.	DWC7 REV. 01/01/2016	done by contacting the local Cal/OSHA district office (see list of offices). Your name is not 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
Paid Sick Leave Division of Labor Standards Enforcen	nent, Office of the Labor Commissioner	investigator inspecting your workplace. Any employee has the right to refuse to perform work that would violate an occupational safety or health
THIS POSTER MUST BE DISPLAYED W	HERE EMPLOYEES CAN EASILY READ IT	standard or order where such violation would create a real and apparent hazard to the employee or other employees.
	8 ½" x 11" letter size paper) ALTHY FAMILIES ACT OF 2014	You may not be fired or punished in any way for filing a complaint about unsafe or unhealthful working conditions, or for otherwise exercising your rights to a safe and healthful workplace. If you feel that
	CK LEAVE	you have been fired or punished for exercising your rights, you may file a complaint about this type of
 Entitlement: An employee who, on or after July 1, 2015, works in California for 30 or more days within a year 	 An employer shall provide paid sick days upon the oral or written request of an employee for themselves or a family member for the diagnosis, care or treatment of an existing health condition 	discrimination by contacting the nearest office of the California Department of Industrial Relations, Division of Labor Standards Enforcement (Labor Commissioner's Office) or the San Francisco office of the
from the beginning of employment is entitled to paid sick leave.Paid sick leave accrues at the rate of one hour per every 30 hours worked, paid at the employee's	or preventive care, or specified purposes for an employee who is a victim of domestic violence, sexual assault, or stalking.	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.)
regular wage rate. Accrual shall begin on the first day of employment or July 1, 2015, whichever is later.	An employer may limit the use of paid sick days to 24 hours or three days in each year of employment.	Consult your local telephone directory for the office nearest you.
 Accrued paid sick leave shall carry over to the following year of employment and may be capped at 48 hours or 6 days. However, subject to specified conditions, if an employer has a paid sick leave, 	Retaliation or discrimination against an employee who requests paid sick days or uses paid sick days or	EMPLOYEES ALSO HAVE RESPONSIBILITIES: To keep the workplace and your coworkers safe, you should tell your employer about any hazard that
paid leave or paid time off policy (PTO) that provides no less than 24 hours or three days of paid leave or paid time off, no accrual or carry over is required if the full amount of leave is received at the	both is prohibited. An employee can file a complaint with the Labor Commissioner against an employer who retaliates or discriminates against the employee.	could result in an injury or illness to an employee. While working, you must always obey state workplace safety and health laws.
beginning of each year in accordance with the policy.	For additional information you may contact your employer or the local office of the Labor Commissioner. Locate the office by looking at the list of offices on our website http://www.dir.ca.gov/dlse/DistrictOffices.htm using the	
 An employee may use accrued paid sick days beginning on the 90th day of employment. 	alphabetical listing of cities, locations, and communities. Staff is available in person and by telephone. DLSE Paid Sick Leave Posting	
	REV. 11/2014	
Leave		Call the FREE Worker Informa
The Department of Fair	Employment and Housing Leave) and Pregnancy Disability Leave	DIVISION OF OCCUPATIONAL S HEADQUARTERS: 1515 Clay Street, Ste. 1901,
Jnder the California Family Rights Act of 1993 (CFRA), if you have more than 12 months of service with us and have worked at least 1,250 hours in the 12-month period before the date you want to begin your leave, you may have a	rules is grounds for, and may result in, deferral of the requested leave until you comply with this notice policy.	
ight to family care or medical leave (CFRA leave). This leave may be up to 12 workweeks in a 12-month period for the pirth, adoption, or foster care placement of your child or for your own serious health condition or that of your child,	We may require certification from your health care provider before allowing you a leave for pregnancy disability or for your own serious health condition. We also may require certification from the health care provider of your child,	District Offices American Canyon 3419 Broadway St., Ste. H8, American Cany
parent or spouse. While the law provides only unpaid leave, employees may choose or employers may require use of accrued paid leave while taking CFRA leave under certain circumstances.	parent or spouse, who has a serious health condition, before allowing you a leave to take care of that family member. When medically necessary, leave may be taken on an intermittent or reduced work schedule.	Bakersfield 7718 Meany Ave., Bakersfield 93308 Foster City 1065 East Hillsdale Bl., Ste. 110, Foster City
Even if you are not eligible for CFRA leave, if you are disabled by pregnancy, childbirth or a related medical condition,	If you are taking a leave for the birth, adoption, or foster care placement of a child, the basic minimum duration of the leave is two weeks, and you must conclude the leave within one year of the birth or placement for adoption or foster	Fremont 39141 Civic Center Dr., Ste. 310, Fremont 94 Fresno 2550 Mariposa St., Rm. 4000, Fresno 93721
<i>r</i> ou are entitled to take a pregnancy disability leave of up to four months, depending on your period(s) of actual disability. If you are CFRA-eligible, you have certain rights to take BOTH a pregnancy disability leave and a CFRA leave for reason of the birth of your child. Both leaves contain a guarantee of reinstatement — for pregnancy disability it is	care. Taking a family care or pregnancy disability leave may impact certain of your benefits and your seniority date. If you	Long Beach 3939 Atlantic Ave., Ste. 212, Long Beach 90
to the same position and for CFRA it is to the same or a comparable position – at the end of the leave, subject to any defense allowed under the law.	want more information regarding your eligibility for a leave and/or the impact of the leave on your seniority and benefits, please contact	Los Angeles320 West Fourth St., Rm. 820, Los AngelesModesto4206 Technology Dr., Ste. 3, Modesto 95356
f possible, you must provide at least 30 days' advance notice for foreseeable events (such as the expected birth of a	DFEH-100-21	Monrovia 800 Royal Oaks Dr., Ste. 105, Monrovia 910 Oakland 1515 Clay St., Ste. 1303, Box 41, Oakland 94
child or a planned medical treatment for yourself or of a family member). For events that are unforeseeable, we need you to notify us, at least verbally, as soon as you learn of the need for the leave. Failure to comply with these notice	REV. 05/2017	Redding 381 Hemsted Dr., Redding 96002
		Sacramento2424 Arden Way, Ste. 160, Sacramento 958San Bernardino464 West Fourth St., Ste. 332, San Bernardi
UI, DI, PFL Employment Devel	opment Department	San Diego 7575 Metropolitan Dr., Ste. 207, San Diego San Francisco 455 Golden Gate Ave., Rm. 9516, San Franc
	Employees:	Santa Ana 2000 E. McFadden Ave., Ste. 122, Santa Ana
	EQUIRED BY THE CALIFORNIA UNEMPLOYMENT INSURANCE CODE AND IS REPORTING WAGE CREDITS TED FOR YOU TO BE USED AS A BASIS FOR:	Regional Offices
	Note: If your employer maintains an approved Voluntary Plan for DI coverage, contact your employer for assistance.	San Francisco455 Golden Gate Ave., Rm 9516, San FranciSacramento2424 Arden Way Ste. 300, Sacramento 9582
UI - Unemployment Insurance (funded entirely by employers' taxes)	For more information about DI, visit www.edd.ca.gov/disability or call 1-800-480-3287.	Santa Ana 2000 E. McFadden Ave. Ste. 119, Santa Ana Monrovia 750 Royal Oaks Dr., Ste. 105, Monrovia 910
Jnemployment Insurance (UI) is paid for by your employer and provides partial income replacement when you are unemployed or your hours are reduced due to no fault of your own. To claim UI benefit payments you must also meet	State government employees should call 1-866-352-7675. TTY (for deaf or hearing-impaired individuals only) is available at 1-800-563-2441.	Cal OSHA Consultation Services
all UI eligibility requirements, including that you must be available for work and searching for work. How to File a New UI Claim	PFL - Paid Family Leave	Field / Area Offices Fresno / Central Valley 2550 Mariposa Mall, Rm. 2005, Fresno 937.
Jse one of the following methods: Online: UI Online SM is the fastest and most convenient way to file your UI claim. Visit	(funded entirely by employees' contributions) Paid Family Leave (PFL) is funded by employees' contributions and provides partial wage replacement benefits	La Palma / Los Angeles / Orange County 1 Centerpointe Dr., Ste. 150, La Palma 9062 Oakland / Bay Area 1515 Clay St., Ste. 1103, Oakland 94612
www.edd.ca.gov/UI_Online to get started. Phone: Representatives are available at the following toll-free numbers, Monday through Friday between	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 also available to parents who need time off	Sacramento / Northern CA 2424 Arden Way, Ste. 410, Sacramento 958 San Bernardino 464 West Fourth St., Ste. 339, San Bernardi
8 a.m. to 12 noon (Pacific Standard Time) except during state holidays.	work to bond with a new child entering the family by birth, adoption, or foster care placement. Your employer must provide the <i>Paid Family Leave</i> , DE 2511 brochure, to newly hired employees and to each	San Diego / Imperial County 7575 Metropolitan Dr., Ste. 204, San Diego
English 1-800-300-5616 Cantonese 1-800-547-3506 Vietnamese 1-800-547-2058 Spanish 1-800-326-8937 Mandarin 1-866-303-0706 TTY 1-800-815-9387	employee who is taking time off work to care for a seriously ill family member or to bond with a new child. How to File a New PFL Claim	San Fernando Valley 6150 Van Nuys Blvd., Ste. 307, Van Nuys 91 Consultation Region Office
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 <i>Unemployment Insurance Application</i> , DE 1101I, will display.	Use one of the following methods: • Online: SDI Online is the fastest and most convenient way to file your claim. Visit	Fresno 2550 Mariposa Mall, Rm. 3014, Fresno 937.
For faster and more 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.	 Mail: To file a claim with the EDD by mail, complete and submit a <i>Claim for Paid Family Leave (PFL) Benefits</i>, 	Enforcement of Cal/OSHA workplace safety and health standards is carried out by the Division of Occupatio responsibility for administering the Cal/OSHA program. Safety and health standards are promulgated by the
mportant: Waiting to file your UI claim may delay benefit payments.	DE 2501F form. You can obtain a paper claim form from your employer, a physician/practitioner, visiting a State Disability Insurance office, online at www.edd.ca.gov/Forms , or by calling 1-877-238-4373.	inadequacy in the administration of the California Occupational Safety and Health Plan may do so by conta Department of Labor Tel: (415) 625-2547. OSHA monitors the operation of state plans to assure that contin
DI - Disability Insurance	Note: If your employer maintains an approved Voluntary Plan for PFL coverage, contact your employer for assistance.	
funded entirely by employees' contributions) Disability Insurance (DI) is funded by employees' contributions and provides partial wage replacement benefits to	For more information about PFL, visit www.edd.ca.gov/disability or call 1-877-238-4373. State government employees should call 1-877-945-4747.	
eligible Californians 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	TTY (for deaf or hearing-impaired individuals only) is available at 1-800-445-1312. Note: Some employees may be exempt from coverage by the above insurance programs. It is illegal to make a false	Transgender Rights The Department of Fair
each employee who is unable to work due to a non-work-related illness, injury, pregnancy, or disability. How to File a New DI Claim	statement or to withhold facts to claim benefits. For additional general information, visit the EDD website at www.edd.ca.gov.	The Department of Fair Transgender Righ
Jse one of the following methods: Online: SDI Online is the fastest and most convenient way to file your claim. Visit	DE 1857A Rev. 43 (5-18) (INTERNET) GA 888/CU	WHAT DOES "TRANSGENDER" MEAN? Transgender is a term used to describe people where gender identity differs from the sey they were assigned at hirth
www.edd.ca.gov/SDI_Online to get started.		Transgender is a term used to describe people whose gender identity differs from the sex they were assigned at birth. Gender expression is defined by the law to mean a "person's gender-related appearance and behavior whether or not stereotypically associated with the person's assigned sex at birth." Gender identity and gender expression are protected
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. You can obtain a paper claim form from your employer, physician/practitioner, visiting a State Disability Insurance office, online at www.edd.ca.gov/Forms , or by calling 1-800-480-3287.		characteristics under the Fair Employment and Housing Act. That means that employers, housing providers, and businesses may not discriminate against someone because they identify as transgender or gender non-conforming. This includes the
Disability insurance onice, online at www.euu.ta.yov/romis, of by failing 1-800-480-5287.	REV. 05/2018	perception that someone is transgender or gender non-conforming. WHAT IS A GENDER TRANSITION?
Vote	A A K K K K K K K K K K K K K K K K	 "Social transition" involves a process of socially aligning one's gender with the internal sense of self (e.g., changes in name and pronoun, bathroom facility usage, participation in activities like sports teams). "Drucing transition" of process of social transitions and individual may undergo to physically align their body with
	ry of State If to Vote	 <i>"Physical transition"</i> refers to medical treatments an individual may undergo to physically align their body with internal sense of self (e.g., hormone therapies or surgical procedures). A person does not need to complete any particular step in a gender transition in order to be protected by the law. An
POLLS ARE OPEN FROM 7:00 A.M. TO 8:00 P.M. EACH ELECTION DAY.		A person does not need to complete any particular step in a gender transition in order to be protected by the law. An employer may not condition its treatment or accommodation of a transitioning employee upon completion of a particular step in a gender transition.
f you are scheduled to be at work during that time and you do not have sufficient time outside of working l	nours to vote at a statewide election, California law allows you to take up to two hours off to vote, without	FAQ FOR EMPLOYERS What is an employer allowed to ask? Employers may ask about an employee's employment history, and may ask for personal
osing any pay. /ou may take as much time as you need to vote, but only two hours of that time will be paid.		references, in addition to other non-discriminatory questions. An interviewer should not ask questions designed to detect a person's gender identity, including asking about their marital status, spouse's name, or relation of household members to
four time off for voting can be only at the beginning or end of your regular work shift, whichever allows the arrangement with your employer.	e most free time for voting and the least time off from your regular working shift, unless you make another	one another. Employers should not ask questions about a person's body or whether they plan to have surgery. <i>How do employers implement dress codes and grooming standards</i> ? An employer who requires a dress code must enforce it in a non-discriminatory mapper. This mapper that unless a employers and emportant humans processity, each employee must
f three working days before the election you think you will need time off to vote, you must notify your emp	loyer at least two working days prior to the election.	a non-discriminatory manner. This means that, unless an employer can demonstrate business necessity, each employee must be allowed to dress in accordance with their gender identity and gender expression. Transgender or gender non-conforming employees may not be held to any different standard of dress or grooming than any other employee.
	CALIFORNIA ELECTIONS CODE SECTION 14000	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

Department of Industrial Relations - CAL/OSHA

id Health 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.

sted so 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 investigator 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.

ormation Helpline – (866) 924-9757

)NAL SAFETY AND HEALTH (CAL/OSHA) 1901, Oakland (1 94612 - Telenhone (510) 286-7000

Canyon 94503	(707) 649-3700
	(661) 588-6400
r City 94404	(650) 573-3812
ont 94538	(510) 794-2521
3721	(559) 445-5302
ch 90807	(562) 506-0810
eles 90013	(213) 576-7451
95356	(209) 545-7310
91016	(626) 239-0369
nd 94612	(510) 622-2916
	(530) 224-4743
95825	(916) 263-2800
nardino 92401	(909) 383-4321
iego 92108	(619) 767-2280
Francisco 94105	(415) 557-0100
a Ana 92705	(714) 558-4451
ys 91401	(818) 901-5403
rancisco 94102	(415) 557-0300
95825	(916) 263-2803
a Ana 92705	(714) 558-4300
91016	(626) 470-9122
	(200) 445 4000
93721	(559) 445-6800
90623	(714) 562-5525
2	(510) 622-2891
95825	(916) 263-0704
nardino 92401	(909) 383-4567
iego 92108	(619) 767-2060
ys 91401	(818) 901-5754
93721	(559) 445-6800

ccupational Safety and Health, under the California Department of Industrial Relations, which has primary ited by the Occupational Safety and Health Standards Board. Anyone desiring to register a complaint alleging by contacting the San Francisco Regional Office of the Occupational Safety and Health Administration (OSHA), U.S. at continued approval is merited.

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 unisex single stall bathroom for use by any employee who desires

increased privacy, regardless of the underlying reason. Use of a unisex single stall restroom should always be a matter of

choice. No employee should be forced to use one either as a matter of policy or due to harassment in a gender-appropriate

of public accommodation, or state or local government agency must be identified as all-gender toilet facilities.

If you believe you are a victim of discrimination you may, within one year of the discrimination, file a complaint of

To schedule an appointment or to discuss your preferred format to access our materials or webpages, contact the Communication Center at (800) 884-1684 (voice or via relay operator 711) or (800) 700-2320 (TTY) or by email at

If you have a disability that prevents you from submitting a written intake form on-line, by mail, or email, DFEH can assist

the California Relay Service (711), or call us through your VRS at (800) 884-1684 (voice). DFEH is committed to providing access to our materials in an alternative format as a reasonable accommodation for people with disabilities when requested.

you by scribing your intake by phone or, for individuals who are Deaf or Hard of Hearing or have speech disabilities, through

FOR MORE INFORMATION

Toll Free: (800) 884-1684 TTY: (800) 700-2320

dfeh.ca.gov

Also find us on: Facebook, Twitter, YouTube

This poster is in compliance with state posting requirement

Department of Fair Employment and Housin

facility. Unless exempted by other provisions of state law, all single-user toilet facilities in any business establishment, place



DFEH-E04P-ENG

of Fair Employment and Housing [•] Rights in the Workplace

FILING A COMPLAINT

contact.center@dfeh.ca.gov

discrimination by contacting DFEH.

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.
- 2. 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 California Labor Code Section 1102.5, if an employer retaliates against a whistleblower, the employer may be required to reinstate the employee's employment and work benefits, pay lost wages, and take other steps necessary to comply with the law.

How to report improper acts

If you have information regarding possible violations of state or federal statutes, rules, or regulations, or violations of fiduciary responsibility by a corporation or limited liability company to its shareholders, investors, or employees, call the California State **Attorney General's Whistleblower Hotline at 1-800-952-5225**. The Attorney General will refer your call to the appropriate government authority for review and possible investigation.

			The Department of Fair E	-mplovi	
		California Lav	•		crimination and Harassment
THE	CALIFORNIA DEPARTMENT OF FAIR EMPLOYN		-		VATION AND HARASSMENT IN EMPLOYMENT BASED ON
•	ANCESTRY AGE (40 and above)			•	MEDICAL CONDITION (genetic characteristics, cancer MILITARY OR VETERAN STATUS
	COLOR			•	NATIONAL ORIGIN (includes language use and posses
	DISABILITY (physical and mental, inclu	iding HIV and AIDS)			presence in the United States is authorized under fed
•	GENETIC INFORMATION	-		•	RACE
•	GENDER IDENTITY, GENDER EXPRESSION	Ν		•	RELIGION (includes religious dress and grooming pra
•	MARITAL STATUS			•	SEX/GENDER (includes pregnancy, childbirth, breastf SEXUAL ORIENTATION
THE	CALIFORNIA FAIR EMPLOYMENT AND HOUSI	NG ACT (GOVERNMENT CODE SECTIONS 129	900 THROUGH 12996) AND ITS IMPLEI	MENTING F	REGULATIONS (CALIFORNIA CODE OF REGULATIONS, TITL
1.		olicants, unpaid interns, volunteers, and in		9.	Require employers, employment agencies, and union
	against sexual harassment, gender har	all reasonable steps to prevent harassmen rassment, harassment based on pregnancy narassment based on all other characterist	r, childbirth, breastfeeding and/or	10.	employment referral records for a minimum of two y Require employers to provide leaves of up to four mo or a related medical condition.
2.	remedies that apply to sexual harassm	ormation to each of their employees on the ent. Employers may either develop their o nment Code section 12950, or use a brochu	wn publications, which must meet	11.	Require an employer to provide reasonable accomme health care provider, related to their pregnancy, child
3.		oloyees and all public entities to provide transformed and all public entities to provide transformed and the provider the provider idea of the provider ide		12.	Require employers of 20 or more persons to allow eli period for the birth of a child or the placement of a c more persons to allow eligible employees to take up
4.	Prohibit employers from limiting or pro business necessity. The employer must	ohibiting the use of any language in any w notify employees of the language restrict	ion and consequences for violation.	13.	serious health condition or to care for a parent, spou: Require employment agencies to serve all applicants employers and employment agencies from making o
		nating against an applicant or employee b le to prove that their presence in the United		14.	advertisements that express a discriminatory hiring Prohibit unions from discriminating in member adm
5.		nmodate an employee, unpaid intern, or jo	ob applicant's religious beliefs and	15.	Prohibit retaliation against a person who opposes, re
51	practices, including the wearing or can	rying of religious clothing, jewelry or artifa		FILING	discrimination.
6		ual's observance of their religious beliefs. nmodate employees or job applicants with	disabilities to anable them to		A COMPLAINT
6.	perform the essential functions of a job		י עוסמטווונוכס נט כוומטול נוולווו נט		v provides for remedies for individuals who experience emedies include hiring, front pay, back pay, promotion
7.	Permit job applicants, unpaid interns, v	volunteers, and employees to file complair	nts with DFEH against an employer,	reasona	able attorney's fees and costs, punitive damages, and e
8.		at fails to grant equal employment as requ papplicant, unpaid intern, or employee in l			plicants, unpaid interns, and employees: If you believe yong and some series of the provident of the provident the provident of the provident
0.	termination, or any term, condition, or			compla	int with DFEH.
					ints must be filed within one year of the last act of dis ot later than one year after the victim's eighteenth bir
() 0 0	300) 884-1684 (voice or via relay operator 71 r (800) 700-2320 (TTY) r by email at <u>contact.center@dfeh.ca.gov</u> .	fornia Code of Regulations, title 2, section 11	operator TTY (800) 700-2320, or <u>conta</u> discuss your preferred format webpa 1013, require all employers to post this	711), act.center@ to access o ges. document	Department of Fair Employmu Deffeh.ca.gov to Dur materials or DFEH-E07P-ENG t. It must be
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ACTUAL OR PERCEIVED: ecord or history of cancer)

of a driver's license issued to persons unable to prove their

ing and/or related medical conditions)

SECTIONS 11000 THROUGH 11141): preserve applications, personnel records, and

to employees disabled because of pregnancy, childbirth,

ions requested by an employee, on the advice of their or a related medical condition. employees to take up to 12 weeks leave in a 12-month or adoption or foster care; also require employers of 50 or weeks leave in a 12-month period for an employee's own r child with a serious health condition. ually, refuse discriminatory job orders, and prohibit ninatory pre-hiring inquiries or publishing help-wanted

ns or dispatching members to jobs. s, or assists another person to oppose unlawful

ibited discrimination or harassment in the workplace. statement, cease-and-desist orders, expert witness fees, onal distress damages. ave experienced discrimination or harassment you may

ers: If you believe you have been harassed, you may file a

nation/harassment or, for victims who are under the age

REV. 06/2002



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