

Your Employee Rights Under the Family and Medical Leave Act

What is FMLA leave?

The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employers. Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for:

- The birth, adoption or foster placement of a child with you, your spouse, or a child of your spouse, or a child of your spouse's partner or a child of your spouse's partner's spouse.
- Your own serious medical condition or that of a family member.
- Caring for a seriously ill family member or for the adoption or placement of a child or for a serious medical condition of a family member.

How do I request FMLA leave?

Generally, to request FMLA leave you must:

- Follow your employer's normal policies for requesting leave.
- Give notice at least 30 days before you request FMLA leave, or if advance notice is not possible, give notice as soon as possible.

You do not have to share a medical diagnosis but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the same reason.

Am I eligible to take FMLA leave?

You are an eligible employee if all of the following apply:

- You work for a covered employer.
- You have worked for your employer at least 12 months.
- Your employer has at least 50 employees within 75 miles of your work location.

What does FMLA leave cover?

State employees may be subject to certain limitations in pursuit of direct results regarding leave for their serious health conditions. Most federal and certain congressional employees are also covered by the law but are under other work rules and procedures. Personnel Management Congress.

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

SCAN ME
WH1420 REV 04/23

TIME OFF TO VOTE

FOR VOTERS OPEN FROM 7:00 AM TO 8:00 PM EACH ELECTION DAY

If you are scheduled to be at work during the time you do not work, you may take time off to vote at the beginning or end of your shift. California law requires that you take this time off to vote, without giving your employer any notice.

You may take as much time as you need to vote, but you must take it only at the beginning or end of your shift. You may not take time off to vote more than once during the same election day.

If you are working during the election day, you must take time off to vote, without giving your employer any notice, at least two business days prior to the election.

THIS POSTER MUST BE DISPLAYED WHERE EMPLOYEES CAN EASILY READ IT

HEALTHY WORKPLACES/HEALTHY FAMILIES ACT: CALIFORNIA PAID SICK LEAVE

(As amended effective 7/1/2024)

Enrollment:

- Employee who, on or after July 1, 2015, works in California for 30 or more days within a year from the beginning of employment is entitled to sick leave.
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Usage:

- Employee that provides paid sick days upon the oral or written request of an employee for themselves or an immediately family member for the diagnosis, care or treatment of an existing health condition or preventive care, or specified purposes for an employee who is a victim of domestic violence, sexual assault, or stalking.
- Employee may first use the paid sick days for 8 hours or five days, whichever is greater, in both or each year.

Redemption or accumulation against an employee who requests paid sick days or uses paid sick days, or both, is prohibited. An employee can file a complaint with the Labor Commissioner against an employer who violates or discriminates against an employee.

OFFICIAL NOTICE

California Minimum Wage

Effective January 1, 2024 Minimum Wage: \$16.00 per hour
Effective January 1, 2025 Minimum Wage: \$15.50 per hour

Every employer, regardless of the number of employees, shall pay to each employee wages not less than the following:

Effective Date	Employers with 50 or more employees	Employers with 1-49 employees
January 1, 2022	\$15.00	\$14.00
January 1, 2023	\$15.50	\$14.50
January 1, 2024	\$16.00	\$15.00
January 1, 2025	\$16.50	\$15.50

Employers must also pay a single additional minimum wage to certain employees who are covered by the minimum wage law. This includes employees who are covered by the minimum wage law and who are also covered by the minimum wage law.

THE RIGHTS OF EMPLOYEES WHO ARE TRANSGENDER OR GENDER NONCONFORMING

Civil Rights Department
STATE OF CALIFORNIA

CALIFORNIA LAW PROTECTS TRANSGENDER AND GENDER NONCONFORMING PEOPLE FROM DISCRIMINATION, HARASSMENT, AND RETALIATION AT WORK. THESE PROTECTIONS ARE ENFORCED BY THE CIVIL RIGHTS DEPARTMENT (CRD).

Things you need to know:

- Does California law protect transgender and gender nonconforming employees from discrimination, harassment, and retaliation at work?
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YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE

Civil Rights Department
STATE OF CALIFORNIA

FAMILY CARE & MEDICAL LEAVE & PREGNANCY DISABILITY LEAVE

Under California law, an employer may have the right to take job-protected leave to care for their serious health condition or a family member with a serious health condition, or to bond with a new child via birth, adoption, or foster care. California law also requires employers to provide job-protected leave and accommodations to employees who are disabled or pregnant, childbirth, or a related medical condition.

EMERGENCY NUMBERS

AMBULANCE: 911
FIRE-RESCUE: 911
HOSPITAL: 911
PHYSICIAN: 911
ALTERNATE: 911
POLICE: 911
CAL/OSHA: 911

Posting is required by Title 8 Section 1512 (e), California Code of Regulations

CALIFORNIA LAW PROHIBITS WORKPLACE DISCRIMINATION & HARASSMENT

Civil Rights Department
STATE OF CALIFORNIA

The California Civil Rights Department (CRD) enforces laws that protect you from illegal discrimination and harassment in employment based on your actual or perceived:

- ANCESTRY
- AGE
- COLOR
- DISABILITY
- GENETIC INFORMATION
- GENERATION EXPRESSION
- GENETIC IDENTITY
- MARITAL STATUS
- MEDICAL CONDITION
- MILITARY OR VETERAN STATUS
- NATIONAL ORIGIN
- RACE
- RELIGION
- REPRODUCTIVE HEALTH DECISION-MAKING
- SEX
- SEXUAL ORIENTATION

CALIFORNIA LAW PROHIBITS WORKPLACE DISCRIMINATION & HARASSMENT

Civil Rights Department
STATE OF CALIFORNIA

The California Fair Employment and Housing Act and its implementing regulations protect rights at work.

REMEDIES/FILING A COMPLAINT

DISCRIMINATION/REASONABLE ACCOMMODATIONS

NOTICE OBLIGATIONS AS AN EMPLOYEE

Under California law, an employer may have the right to take job-protected leave to care for their serious health condition or a family member with a serious health condition, or to bond with a new child via birth, adoption, or foster care. California law also requires employers to provide job-protected leave and accommodations to employees who are disabled or pregnant, childbirth, or a related medical condition.

PAY DAY NOTICE

PAYCHECKS FOR EMPLOYEES WILL BE ISSUED ON THE FOLLOWING DAY OF THE WEEK:

- MONDAY
- TUESDAY
- WEDNESDAY
- THURSDAY
- FRIDAY
- SATURDAY
- SUNDAY

PAY SCHEDULE IS AS FOLLOWS:

- WEEKLY
- BIWEEKLY
- SEMI MONTHLY
- MONTHLY

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE: \$7.25 PER HOUR (BEGINNING JULY 24, 2009)

Additional Information:

- Child Labor
- Tax Credit
- Pump at Work
- Enforcement

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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.

STATE AND FEDERAL LABOR LAW

State and Federal Labor Law

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS

Division of Workers' Compensation

Notice to Employees-Injuries Caused By Work

Medical Provider Networks

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Division of Workers' Compensation

Notice to Employees-Injuries Caused By Work

Medical Provider Networks

EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

EMPLOYEE RIGHTS

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SAFETY AND HEALTH PROTECTION ON THE JOB

State of California
Department of Industrial Relations

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 requirements and procedures to comply with the state's workplace safety and health standards and orders. The law requires that this poster be displayed. Failure to do so could result in a substantial penalty. Cal/OSHA standards can be found at www.dir.ca.gov.

Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces laws that prohibit workplace discrimination based on race, sex, age, disability, and other characteristics.

Notice to Employees

Your employer is registered with and reporting wages to the Employment Development Department (EDD) as required by law. Wages are used for the following benefit programs, which are available to you.

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