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 employees. Eligible employees can take up to 12 workweeks of FMLA leave in a

The birth, adoption or foster placement of a child with you. Your serious mental or physical health condition that makes you unable to work, To care for your spouse, child or parent with a serious mental or physical health condition, and Certain qualifying reasons related to the foreign deployment of

your spouse, child or parent who is a military servicemember. An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care

is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced **schedule** by working less hours each day or week. Read Fact Sheet

You have the right to use FMLA leave in one block of time. When it

FMLA leave is not paid leave, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need

Am I eligible to take FMLA leave?

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

Ref.: 29 CFR §825.300

You have worked for your employer at least 12 months, You have at least 1,250 hours of service for your employer during the 12 months before your leave, and Your employer has at least 50 employees within 75 miles of your

Airline flight crew employees have different "hours of service

You work for a public agency, such as a local, state or federal

government agency. Most federal employees are covered by

Title II of the FMLA, administered by the Office of Personnel

Follow your employer's normal policies for requesting leave.

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

Your employer may request certification from a health care provider

to verify medical leave and may request certification of a qualifying

bargaining agreement that provides greater family or medical leave

State employees may be subject to certain limitations in pursuit of

direct lawsuits regarding leave for their own serious health conditions

Most federal and certain congressional employees are also covered

by the law but are subject to the jurisdiction of the U.S. Office of

The FMLA does not affect any federal or state law prohibiting

discrimination or supersede any state or local law or collective

 Give notice at least 30 days before your need for FMLA leave, or If advance notice is not possible, give notice as soon as possible.

How do I request FMLA leave?

Generally, to request FMLA leave you must:

same reason when requesting additional leave.

Personnel Management or Congress.

Provide a written medical certification from your health

to give to your health care provider to complete

ADDITIONAL LEAVE UNDER THE

Dease 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 accommodation, transfer, or PDL.

CALIFORNIA FAMILY RIGHTS ACT (CFRA)

Under the California Family Rights Act (CFRA), if you have more than 12 months of service with an employer, and hav worked at least 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 leave (CFRA leave). This leave m be up to 12 workweeks in a 12-month period for the birth,

doption, or foster care placement of your child**, or for y wn serious health condition or that of your child, parent*

spouse, domestic partner, grandparent, grandchild, sibling, or someone else related by blood or in family-like relationsh

with the employee ("designated person"). Employers may pay their employees while taking CFRA leave, but employee are not required to do so, unless the employee it staking accrued paid time-off while on CFRA leave. Employees taking CFRA leave may be eligible for benefits administered by Employment Development Department.

Foll Free: 800.884.1684 / TTY: 800.700.2320

Have a disability that requires a reasonable

Civil Rights Department

California Relay Service (711)

care provider. Except in a medical emergency where there is no time to obtain it, your employer may require

- If you are eligible for FMLA leave, your employer must: You work for a **covered employer** if **one** of the following applies: You work for a private employer that had at least 50 employees
- Allow you to take job-protected time off work for a qualifying during at least 20 workweeks in the current or previous calendar Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and You work for an elementary or public or private secondary school, Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave.

What does my employer need to do?

or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation. After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether you are eligible or not eligible for FMLA leave. If your employer

Your employer cannot interfere with your FMLA rights or threaten

About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLA-protected

determines that you are eligible, your employer must notify you in

Where can I find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD





SCAN ME

WH1420 REV 04/23

TIME OFF POLLS ARE OPEN FROM 7:00 A.M. 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 vote, but only two hours of that time will be paid. Your 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 the fifther the control of the your regular working shift, unless you make another arrangement with your employer. THIS POSTER MUST BE DISPLAYED WHERE EMPLOYEES CAN EASILY READ IT **HEALTHY WORKPLACES/HEALTHY FAMILIES ACT:** CALIFORNIA PAID SICK LEAVE

An employee who, on or after July 1, 2015, works in California for 30 or more days within a year from the beginning of employment is entitled to paid sick leave. Paid sick leave accrues at the rate of one hour per every 30 hours worked, paid at the employee's regular sick leave shall carry over to the following year of employment and may be capped at 80 hours or 10 days. beginning of a 12-month period. No accrual or carry over is required. Other accrual plans that meet specified conditions, including PTO plans, may also satisfy the requirements An employee may use paid sick days beginning on the 90th day of employment.

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 or preventive care, or specified purposes for an employee who is a victim of domestic violence, sexual assault, or stalking. An employer may limit the use of paid sick days to 40 hours or five days, whichever is greater, in each year of Retaliation or discrimination 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 retaliates or looking at the list of offices on our website http://www.dir.ca.gov/dlse/DistrictOffices.htm using the alphabetical listing of cities ocations, and communities. Staff is available in person and by telephone.

Ref.: CA Lab. Code § 247

wage rate. Accrual shall begin on the first day of employment or July 1, 2015, whichever is later. Accrued paid An employer can also provide 5 days or 40 hours, whichever is greater, of paid sick leave "up-front" at the

DLSE Paid Sick Leave Posting

OFFICIAL NOTICE California Minimum Wage Every employer, regardless of the number of employees, shall pay to each employee wages not less than the following Effective January 1, 2024 Minimum Wage: \$16.00 per hour 'See Sec. 2 below Effective January 1, 2023 Minimum Wage: \$15.50 per hour PREVIOUS YEARS January 1, 2022 *Employees treated as employed by a single qualified taxpayer pursuant to Revenue and Taxation Code section 23626 are treated as employees of that single taxpayer. 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.) and, in 2023, raised the minimum wage payable 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 republishes 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. 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 downloading online at https://www.dir.ca.gov/iwc/WageOrderIndustries.htm or by contacting your local Division of Labor Standards Enforcement office

PLEASE POST NEXT TO YOUR IWC INDUSTRY OR OCCUPATION ORDER

every employer 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 commencing with Labor Code section 1474), effective April 1, 2024; and Healthcare Facility employers under Labor Code section 1182.14, effective June 1, 2024 Note: A supplement to this order is forthcomi 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 EFFECTIVE: JANUARY 1, 2021 JANUARY 1, 2022 JANUARY 1, 2023 JANUARY 1, 2024 For an employer who employs: 26 or More 25 or Fewer 26 or More 25 or Fewer All Employers regardless All Employers regardless \$62.10/week

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 such provisions are enforceable and applicable to the employer.

2. MINIMUM WAGES

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

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. 5. AMENDED PROVISIONS

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 orders These Amendments to the Wage Orders shall be in effect as of January 1, 2024. Questions about enforcement should be directed to the Labor Commissioner's Office. For the address and telephone number of the office nearest you, informatio can be found on the internet at 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 Nuvs.

THE RIGHTS OF EMPLOYEES WHO ARE TRANSGENDER OR GENDER NONCONFORMING

CALIFORNIA LAW PROTECTS

TRANSGENDER AND GENDER

NONCONFORMING PEOPLE FROM

RETALIATION AT WORK, THESE

THINGS YOU NEED TO KNOW

DISCRIMINATION. HARASSMENT. AND

PROTECTIONS ARE ENFORCED BY THE

nonconforming employees from employment discrimination (esc. All employees, job applicants, unpaid interns, volunteers, and contractors are protected from discrimination at work when a contractors are protected characteristic, such as their gender dentity, gender expression, sexual orientation, race, or national

omeone because they identify as - or are perceived to identif

someone because they identify as – or are perceived to identif as – transgender or non-binary, or because they express their gender in non-stereotypical ways.

Employment discrimination can occur at any time during the hiring or employment process. In addition to refusing to hire or promote someone, unlawful discrimination includes dischargin an employee, subjecting them to worse working conditions, or unfairly modifying the terms of their employment because of their gender identity or gender expression.

2. Does California law protect transgender and gender nonconforming employees from harassment at work?

Yes. All employers are prohibited from harassing any employee, intern, volunteer, or contractor because of their gender identity or gender expression. For example, an employer can be liable if co-workers create a hostile work environment - whether in person or virtual - for an employee who is undergoing a gender transition. Similarly, an employer can be liable when customers or other third parties harass an employee because of their gender identity or expression, such as intentionally referring to a

ommits unlawful retaliation when it responds to an employer naking a discrimination complaint – to their supervisor, huma esources staff, or CRD – by cutting their shifts.

If bathrooms, showers, and locker rooms are sex-segregated can employees choose the one that is most appropriate for them?

gender identity, regardless of the employee's sex assigned at birth. In addition, where possible, an employer should provid easily accessible, gender puttal (or "all dender"), single use

Ref.: CA Govt. Code. Sec. 12950(a)(2)

Civil Rights

CIVIL RIGHTS DEPARTMENT (CRD).

5. Does an employee have the right to be addressed by the name and pronouns that correspond to their gender itelety or gender expression, even if different from their legal name and gender? Yes. Employees have the right to use and be addressed by

Yes. Employees have the right to use and be addressed by the name and pronouns that correspond with their gender identity or gender expression. These are sometimes known as "chosen" or "preferred" names and pronouns. For example, at employee does not need to have legally changed their name or birth certificate, nor have undergone any type of gender transition (such as surgery), to use a name and/or pronouns that correspond with their gender identity or gender expression. An employer may be legally obligated to use an employee's leg name in specific employment records, but when no legal

name in specific employment records, but when no legal objection of the specific employment records, but when no legal objection compels the use of a legal name, employers and coworkers must respect an employee's chosen name and pronouns. For example, some businesses utilize software for payroll and other administrative purposes, such as creating wor schedules or generating virtual profiles. While it may be appropriate for the business to use a transgender employee's legal name for payroll purposes when legally required, refusing or failing to use that person's chosen name and pronouns, if different from their legal name, on a shift schedule, nametag, instant messaging account, or work ID card could be harassing or discriminatory. CRD recommends that employers take care to ensure that each employee's chosen name and pronouns are Does an employee have the right to dress in a way that corresponds with their gender identity and gender expression?

Yes. An employer who imposes a dress code must enforce it in a non-discriminatory manner. This means that each employee must be allowed to dress in accordance with their gender identity and expression. While an employer may establish a dress code or grooming policy in accord with business necessity.

 Can an employer ask an applicant about their sex assigned at birth or gender identity in an interview?

No. Employers may ask non-discriminatory questions, such as inquiring about an applicant's employment history or asking for orofessional references. But an interviewer should not ask questions designed to detect a person's gender identity or gender transition history such as asking about why the perso should also not ask question about a person's body or whether they plan to have surgery.

Want to learn more? Visit: https://bit.ly/3hTG1E0

TO FILE A COMPLAINT California Relay Service (711)

For translations of this guidance, visit: www.calcivilrights.ca.gov/posters/required

CRD-E04P-ENG / December 2023

5. Up to four months of job-protected leave to employees disabled because of pregnancy, childbirth, or a related medica condition, as well as the right to reasonable accommodations, on the advice of their health care provider, related to their pregnancy, childbirth, or a related medical condition

Up to five days of job-protected leave following a reproductive loss event (failed adoption, failed surrogacy, miscarriage, stillbirth, or unsuccessful assisted reproduction)

Protections against retaliation when a person opposes, reports, or assists another person to oppose unlawful

discrimination, including filing an internal complaint or a complaint with CRD

REMEDIES/FILING A COMPLAINT

2. 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.

Complaints must be filed within three years of the last act of discrimination/harassment/retaliation. For those who are 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 the Civil Rights

Civil Rights **AS A PREGNAN EMPLOYEE**

IF YOU ARE PREGNANT. HAVE A PREGNANCY-RELATED MEDICAL CONDITION, OR ARE RECOVERING FROM CHILDBIRTH, PLEASE READ THIS NOTICE.

YOUR EMPLOYER* HAS AN OBLIGATION TO

- hildbirth, or related conditions (such as temporarily modifying your ork duties, providing you with a stool or chair, or allowing more Transfer you to a less strenuous or hazardous position (if one is available) or duties if medically needed because of your pregnancy; rovide you with pregnancy disability leave (PDL) of up to four m /3 weeks) and return you to your same job when you are no long isabled by your pregnancy or, in certain instances, to a comparable by. Taking PDL, however, does not protect you from non-leave related ment actions such as a lavoff Never discriminate, harass, or retaliate on the basis of pregnancy
- 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, childbirth, or related medical condition. Your health care provider determines how much time you will need. 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 or a comparable 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 broaks time for prepately or prostaget and disclarations and
- morning sickness, gestational diabetes, pregnancy-induced hype tension, 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 ar
- s-needed basis as required by your health care provider, including ntermittent leave or a reduced work schedule.
- our leave will be paid or unpaid depending on your employer's policy or other medical leaves. You may also be eligible for state disability surance or Paid Family Leave (PFL), administered by the California inployment Development Department. At your discretion, you can use any vacation or other paid time off during your PDL.
- that coverage would have been provided if you had continued in employment continuously for the duration of your leave. Taking PDL may impact certain of your benefits and your seniority date; please contact your employer for details. www.calcivilrights.ca.gov/posters/required

Ref.: 2 CCR §11095

Civil Rights Department NOTICE OBLIGATIONS AS AN EMPLOYEE and your employer redsortance house. In 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 her erasonable accommodation, transfer, or PDL is foreseeable, or as soon as practicable if the need is an americancy or unbreseable.

Under California law, an employee may have the right to take job-protected leave to care for their own 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 by pregnancy, childbirth, or a related medical condition. Under the California Family Rights Act of 1993 (CFRA), many

employees have the right to take job-protected leave, which is

leave that will allow them to return to their job or a similar job

ter their leave ends. This leave may be up to 12 work weeks

in a 12-month period for: the employee's own serious health condition; the serious health condition of a child, spouse, domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, or someone else with a blood or family-like relationship with the employee ("designated person"); or · the birth, adoption, or foster care placement of a child. If an employee takes leave for their own or a family member's serious health condition, leave may be taken on an intermittent or reduced work schedule when medically necessary, among

have more than 12 months of service with their employer, have worked at least 1,250 hours in the 12-month period before the te they want to begin their leave, and their employer must have five or more employees. Pay and Benefits During Leave. While the law provides only unpaid leave, some employers pay their employees during CFRA leave. In addition, employees may choose (or employers may require) use of accrued paid leave while taking CFRA leave also be eligible for benefits administered by the Employment

Eligibility. To be eligible for CFRA leave, an employee must

Taking CFRA leave may impact certain employee benefits and seniority date. If employees want more information regarding eligibility for a leave and/or the impact of the leave on seniority

For additional translations of this guidance, visit: www.calcivilrights.ca.gov/posters/required

Pregnancy Disability Leave. Even if an employee is not eligible for CFRA leave, if disabled by pregnancy, childbirth or a related medical condition, the employee is entitled to take a their period(s) of actual disability. If the employee is CFRAdisability leave and a CFRA leave for reason of the birth of their Reinstatement. Both CFRA leave and pregnancy disability leave

contain a guarantee of reinstatement to the same position or,

in certain instances, a comparable position at the end of the leave, subject to any defense allowed under the law. Notice. For foreseeable events (such as the expected birth of a child or a planned medical treatment for the employee or of a family member), the employee must provide, if possible, at least 30 days' advance notice to their employer that they will be taking leave. For events that are unforeseeable, employees should notify their employers, at least verbally, as soon as they learn of the need for the leave. Failure to comply with these notice rules is grounds for, and may result in, deferral of the equested leave until the employee complies with this notice

employee's health care provider before allowing leave for pregnancy disability or for the employee's own serious health condition. Employers may also require certification from the health care provider of the employee's family member. including a designated person, who has a serious health condition, before granting leave to take care of that family

Visit: calcivilrights.ca.gov/family-medical-pregnancy-leave/ If you have been subjected to discrimination, harassment, of

Civil Rights Department calcivilrights.ca.gov/complaintprocess
Toll Free: 800.884.1684 / TTY: 800.700.2320

California Relay Service (711) Have a disability that requires a reasonable accommodation?

appropriate government or law enforcement agency, person with authority over the practices in the employee's employment or place of employment employee, or another employee with authority to investigate, discover, or correct. A whistleblower can also be an employee who refuses to participate in an activity the violation or noncompliance, and to provide information to and testify before a that would result in a violation of a state or federal statute, or a violation of or public body conducting an investigation, hearing or inquiry, when they have reason noncompliance with a local, state or federal rule or regulation. to believe their employer is violating a state or federal statute, or violating or not What protections are afforded to whistleblowers? 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 2. An employer may not retaliate against an employee who is a whistleblower. of individuals. "Employee" means any person employed by an employer, private 3. An employer may not retaliate against an employee for refusing to participate 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 4. corporation, political subdivision, or the University of California. [California Labor

What is a whistleblower?

enforcement agency, person with authority over the employee, or to another employee the law. 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.
- Ref.: CA Lab. Code § 1102.8(a)

WHISTLEBLOWERS ARE PROTECTED It is the public policy of the State of California to encourage employees to notify an 3. With reference to employee safety or health, unsafe working conditions or work

preventing an employee from being a whistleblower

1. An employer may not make, adopt, or enforce any rule, regulation, or policy

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 A "whistleblower" is an employee who discloses information to a government or law and work benefits, pay lost wages, and take other steps necessary to comply with

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 State Attorney General's Whistleblower Hotline at 1-800-952-5225. The 2. A violation or noncompliance with a local, state or federal rule or regulation, or Attorney General will refer your call to the appropriate government authority for

liability company to its shareholders, investors, or employees, call the California review and possible investigation

EMERGENCY NUMBERS AMBULANCE: FIRE-RESCUE:

PHYSICIAN: **ALTERNATE:**

CAL/OSHA:

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

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

■ MONDAY ☐ TUESDAY ■ WEDNESDAY

☐ THURSDAY

■ BIWEEKLY

□ SATURDAY ■ SUNDAY

PAY SCHEDULE IS AS FOLLOWS: ■ WEEKLY

☐ SEMI MONTHLY ■ MONTHLY

☐ FRIDAY

DOSHPublications@dir.ca.gov

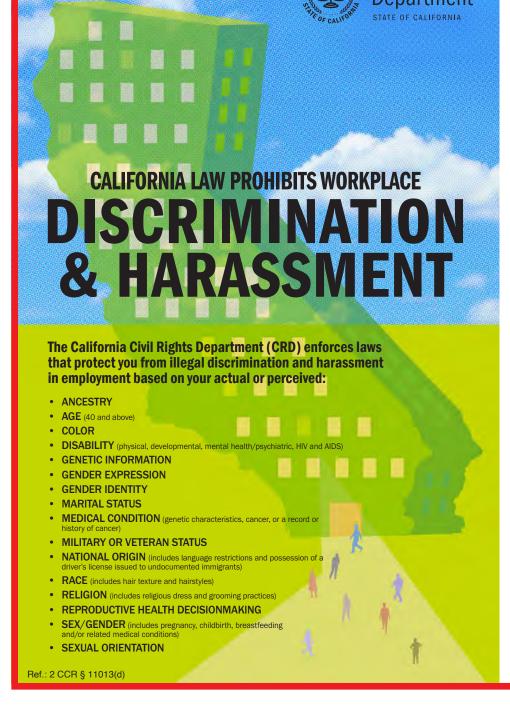
PAYCHECKS ARE ISSUED AT THE FOLLOWING LOCATION:

STATE OF CALIFORNIA DEPARTMENT OF INDUSTRIAL RELATIONS

STATE

DIVISION OF LABOR STANDARDS ENFORCEMENT CA LABOR CODE SECTIONS 204, 204A, 204B, 205, AND 205.5 Ref.: CA Labor Code, Sec. 207

FEDERAL



Civil Rights Civil Rights Department PROHIBITS WORKPLACE **DISCRIMINATION & HARASSMENT** THE CALIFORNIA FAIR EMPLOYMENT 3. Up to 12 weeks of job-protected leave to eligible employee Op to 12 weeks of publishers leave to engine employees to care for themselves, a family member (child of any age, spouse, domestic partner, parent, parent-in-law, grandparent, grandchild, sibling) or a designated person (with blood or family-like relationship to employee); to bond with a new child; or for certain military exigencies **IMPLEMENTING REGULATIONS** PROTECT CIVIL RIGHTS AT WORK. 4. Up to five days of job-protected bereavement leave within three months of the death of a family member (child, spouse parent, sibling, grandparent, grandchild, domestic partner, o

HARASSMENT

harassment, gender harassment, and harassment based on pregnancy, childbirth, breastfeeding, and/or related medical

Employers with five or more employ

DISCRIMINATION/REASONABLE ACCOMMODATIONS

. 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, 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 employer must notify employees of the language restriction and consequences for violation.

3. Employers cannot discriminate against an applicant or employee because they possess a California driver's license or ID issued to an undocumented person. 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 hairstyles, facial hair, or body hair, which are part of an individual's observance of their religious beliefs.

ADDITIONAL PROTECTIONS employers with five or more employees. Some excep apply. These additional protections include:

Protections against discrimination based on an employee or job applicant's use of cannabis off the job and away from the For translations of this guidance, visit: www.calcivilrights.ca.gov/posters/required

Code sections 12900 -12999. The regulations implementing the Act are at Code of Regulations, title 2, division 4.1

calcivilrights.ca.gov/complaintprocess
Toll Free: 800.884.1684 / TTY: 800.700.2320

TO FILE A COMPLAINT

California Relay Service (711)

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

The law requires employers to display this poster where employees can readily see it. OVERTIME PAY At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek. CHILD LABOR An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with

certain work hours restrictions. Different rules apply in agricultural employment. Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express

reast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/ or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened

civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA. ADDITIONAL

· Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirements Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. Some state laws provide greater employee protections; employers must comply with both Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not. rtain full-time students, student learners, apprentices, and workers with disabilities may be

paid less than the minimum wage under special certificates issued by the Department of Labor.



SAFETY AND HEALTH PROTECTION ON THE JOB

epartment 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

State of California

monetary penalties.

to do so could result in a substantial penalty. Cal/OSHA standards can be found at www.dir.ca.gov/samples/search/guery.htm. WHAT AN EMPLOYER MUST DO: All employers must provide work and workplaces that are safe and healthful. In other words, as an employer, you must follow state laws governing job safety and health.

Failure to do so can result in a threat to the life or health of workers, and substantial

You must display this poster in a conspicuous place where notices to employees

are customarily posted so everyone on the job can be aware of basic rights and responsibilities You must have a written and effective Injury and Illness Prevention Program (IIPP) meeting the requirements of California Code of Regulations, title 8, section 3203 (www.dir.ca.gov/title8/3203.html) and provide access to employees and their designated representatives. 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 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 You must notify a local Cal/OSHA district office of any serious injury or illness, or death, occurring on the job. Be sure to do this immediately after calling for emergency

death, within 8 hours can result in a minimum civil penalty of \$5,000. WHAT AN EMPLOYER MUST NEVER DO: Never permit an employee to do work that violates Cal/OSHA workplace safety and health regulations

help to assist the injured employee. Failure to report a serious injury or illness, or

Never permit an employee to be exposed to harmful substances without providing adequate protection Never allow an untrained employee to perform hazardous work. **EMPLOYEES HAVE CERTAIN WORKPLACE SAFETY & HEALTH RIGHTS:** As an employee, you (or someone acting for you) have the right to file a confidential

complaint and request an inspection of your workplace if you believe conditions there

are unsafe or unhealthful. This is done by contacting the local Cal/OSHA district office (see below). Your name is 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 investigator inspecting your workplace. You and your designated representative have the right to access the employer's IIPP. Any employee has the right to refuse to perform work that would violate an occupational safety or health standard or order where such violation would create a real and apparent hazard to the employee or other employees. 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 you have been fired or punished for

exercising your rights, you may file a complaint about this type of discrimination by

Division of Labor Standards Enforcement (Labor Commissioner's Office) or the San

contacting the nearest office of the California Department of Industrial Relations,

Francisco office of the U.S. Department of Labor, Occupational Safety and Health Administration. (Employees of state or local government agencies may only file these complaints with the California Labor Commissioner's Office.) Consult your local telephone directory for the office nearest you

EMPLOYEES ALSO HAVE RESPONSIBILITIES:

To keep the workplace and your coworkers safe, you should tell your employer about any hazard that could result in an injury or illness to an employee. While working, you must always obey state workplace safety and health laws.

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. 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/

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

An employer who receives a citation, Order to Take Special Action, or Special

Order must post it or a copy, including the enclosed multi-language employee

notification, prominently at or near the place of the violation or unsafe condition 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

receipt to the Occupational Safety and Health Appeals Board.

Health or the Occupational Safety and Health Appeals Board.

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 Call the FREE Worker Information Helpline – (833) 579-0927

(714) 558-4300

(626) 471-9122

DIVISION OF OCCUPATIONAL SAFETY AND HEALTH (CAL/OSHA) HEADQUARTERS: 1515 Clay Street, Ste. 1901, Oakland, CA 94612 - Telephone (510) 286-7000

District Offices —		
American Canyon	3419 Broadway St., Ste. H8, American Canyon 94503	(707) 649-3700
Bakersfield	7718 Meany Ave., Bakersfield 93308	(661) 588-6400
Foster City	1065 East Hillsdale Bl., Ste. 110, Foster City 94404	(650) 573-3812
Fremont	39141 Civic Center Dr., Ste. 310, Fremont 94538	(510) 794-2521
Fresno	2550 Mariposa St., Rm. 4000, Fresno 93721	(559) 445-5302
Long Beach	1500 Hughes Way, Suite C-201, Long Beach 90810	(424) 450-2630
Los Angeles	320 West Fourth St., Rm. 820, Los Angeles 90013	(213) 576-7451
Modesto	4206 Technology Dr., Ste. 3, Modesto 95356	(209) 545-7310
Monrovia	800 Royal Oaks Dr., Ste. 105, Monrovia 91016	(626) 239-0369
Oakland	1515 Clay St., Ste. 1303, Box 41, Oakland 94612	(510) 622-2916
Redding	381 Hemsted Dr., Redding 96002	(530) 224-4743
Sacramento	1750 Howe Ave., Ste. 430, Sacramento 95825	(916) 263-2800
San Bernardino	464 West Fourth St., Ste. 332, San Bernardino 92401	(909) 383-4321
San Diego	7575 Metropolitan Dr., Ste. 207, San Diego 92108	(619) 767-2280
San Francisco	455 Golden Gate Ave., Rm. 9516, San Francisco 94102	(415) 557-0100
Santa Ana	2 MacArthur Place, Ste. 720, Santa Ana 92707	(714) 558-4451
Van Nuys	6150 Van Nuys Blvd., Ste. 405, Van Nuys 91401	(818) 901-5403
Regional Offices		
San Francisco	455 Golden Gate Ave., Rm 9516, San Francisco 94102	(415) 557-0300
Sacramento	1750 Howe Ave., Ste. 440, Sacramento 95825	(916) 263-2803

Field / Area Offices 2550 Mariposa Mall, Rm. 2005 Fresno 93721

Cal/OSHA Consultation Services

 Fresno / Central Valley (559) 445-6800 •La Palma / Los Angeles / 1 Centerpointe Dr., Ste. 150 (714) 562-5525 Orange County La Palma 90623 Oakland/ Bay Area 1515 Clay St., Ste 1103 (510) 622-2891 Oakland 94612 ·Sacramento / 1750 Howe Ave., Ste. 490 (916) 263-0704 Northern CA Sacramento 95825 464 West Fourth St., Ste. 339 (909) 383-4567 ·San Bernardino San Bernardino 92401 7575 Metropolitan Dr., Ste. 204 (619) 767-2060 ·San Diego / Imperial County San Diego 92108 San Fernando Valley 6150 Van Nuys Blvd., Ste. 307 (818) 901-5754 Van Nuys 91401 Consultation Region Office -2550 Mariposa Mall, Rm. 3014 (559) 445-6800 Fresno 93721

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act

LABORLAW

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

PROHIBITIONS Employers are generally prohibited from requiring or requesting

any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act. **EXEMPTIONS**

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities. The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer The law does not preempt any provision of any State or local law or any

EXAMINEE

collective bargaining agreement which is more restrictive with respect to lie detector tests. Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not

assess civil penalties against violators. Employees or job applicants may

also bring their own court actions. THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

to have test results disclosed to unauthorized persons.

ENFORCEMENT The Secretary of Labor may bring court actions to restrain violations and



STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS **Division of Workers' Compensation** Notice to Employees--Injuries Caused By Work

You may be entitled to workers' compensation benefits if you are injured or become ill because of your job. Workers' compensation covers most work-related physical or mental injuries and illnesses. An injury or illness can be caused by one event (such as hurting your back in a fall) or by repeated exposures (such as hurting your wrist from doing the same motion over and over). Benefits. Workers' compensation benefits include:

Medical Care: Doctor visits, hospital services, physical therapy, lab tests, x-rays, medicines, medical equipment and travel costs that are reasonably necessary to treat your injury. You should

never see a bill. There are limits on chiropractic, physical therapy and occupational therapy visits.

injuries, TD benefits may not be paid for more than 104 weeks within five years from the date of

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. plemental 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 egular, modified, or alternative work.

Death Benefits: Paid to your dependents if you die from a work-related injury or illness. Naming Your Own Physician Before Injury or Illness (Predesignation). You may be able to choose the doctor who will treat you for a job injury or illness. If eligible, you must tell your employer, in writing, the name and address of your personal physician or medical group before you are injured. You must obtain their agreement to treat you for your work injury. For instructions, see the written information about workers' compensation that your employer is required to give to new employees. If You Get Hurt: 1. Get Medical Care. If you need emergency care, call 911 for help immediately from the hospital,

after learning about your injury. Within one working day 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 is accepted 3. See Your Primary Treating Physician (PTP). This is the doctor with overall responsibility for treating your injury or illness.

ambulance, fire department or police department. If you need first aid, contact your employer.

. 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

If you predesignated your personal physician or a medical group, you may see your personal

physician or the medical group after you are injured. • If your employer is using a medical provider network (MPN) or a health care organization (HCO), in most 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 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 who first treats you when you are injured, unless you predesignated a personal physician or medical group.

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 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:

MPN website: MPN Effective Date: MPN Identification number: Temporary Disability (TD) Benefits: Payments if you lose wages while recovering. For most If you need help locating an MPN physician, call your MPN access assistant at:

> If you have questions about the MPN or want to file a complaint against the MPN, call the MPN **Discrimination:** It is illegal for your employer to punish or fire you for having a work injury or illness. for filing a claim, or testifying in another person's workers' compensation case. If proven, you may receive lost wages, job reinstatement, increased benefits, and costs and expenses up to limits set

Questions? Learn more about workers' compensation by reading the information that your employer is required to give you at time of hire. If you have questions, see your employer or the claims administrator (who handles workers' compensation claims for your employer):

Workers' compensation insurer (Enter "self-insured" if appropriate)

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: or by calling toll-free (800) 736-7401. Learn more information about workers' compensation online:

www.dwc.ca.gov and access a useful booklet "Workers' Compensation in California: A Guidebook for Injured Workers." 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 guilty of a felony and may be fined and imprisoned. 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.

DWC 7 (1/1/2016)

State of California

Know Your Rights: **Workplace Discrimination is Illegal**

Discrimination has Occurred

vork). You can reach the EEOC in any of the

1-800-669-4000 (toll free)

EMPLOYERS HOLDING FEDERAL

The Department of Labor's Office of Federal

Executive Order 11246, as amended, prohibits

compensation of other applicants or employees

Section 503 of the Rehabilitation Act of 1973,

based on race, color, religion, sex, sexual

Asking About, Disclosing, or

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in emplo f you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help. Who is Protected?

What Organizations are Covered?

Age (40 and older)

E-Mail info@eeoc.gov What Types of Employmen Additional information about the ... about
... a charge of discrimination, is available at www.eeoc.gov. Inder the EEOC's laws, an employer may no migration status, on the bases of:

Race, Color, Religion, Sex, Sexual discrimination lawsuit, investigation, or erference, coercion, or threats related What Employment Practices can be Challenged as Discriminatory? Discussing Pay Discharge, firing, or lay-off or physical conduct) Hiring or promotion Disability

The Vietnam Era Veterans' Readjustmen nce Act of 1974, as amended, 38 U.S.C 1–800–669–6820 (TTY) 1–844–234–5122 (ASL video phone)

> n OFCCP's "Contact Us" webpage at https://www.dol.gov/agencies/ofccp/contact. PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Race, Color, National Origin, Sex

oligations under OFCCP's authorities should

under such programs. Title IX of the

Notice to Employees

are used for the following benefit programs, which are available to you.

Your employer is registered with and reporting wages to the Employment Development Department (EDD) as required by law. Wages

eligibility requirements to receive unemployment benefits.

Unemployment Insurance

Funded entirely by employer's taxes Provides partial wage replacement when you are unemployed or your hours are reduced due to no fault of your own. You must meet all

Disability Insurance

Visit File for Unemployment (edd.ca.gov/unemployment) to learn how to apply for benefits.

You must meet all eligibility requirements to receive disability benefits. Visit <u>Disability Insurance</u> (edd.ca.gov/Disability/Disability_Insurance.htm) to learn how to apply for benefits.

Paid Family Leave Provides partial wage replacement when you need to take time off work to:

 Care for a seriously ill family member. Bond with a new child.

Visit California Paid Family Leave (edd.ca.gov/PaidFamilyLeave) to learn how to apply for benefits. Note: Some employees may be exempt from coverage by the above insurance programs. It is illegal to make a false statement or to withhold facts to claim benefits. For additional

information, visit the EDD (edd.ca.gov). program. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made by calling 1-866-490-8879 (voice). TTY users, please call the California Relay Service at 711 DE 1857A Rev. 45 (1-22) (Internet)



charge, or participating in an investigation or





83705 052024

Funded entirely by employees' contributions Provides partial wage replacement when you are unable to work because of a non-work-related illness, injury, pregnancy, or disability

Santa Ana Monrovia

2 MacArthur Place, Ste. 720, Santa Ana 92707 800 Royal Oaks Dr., Ste. 105, Monrovia 91016 forcement of Cal/OSHA workplace safety and health standards is carried out by the Division of Occupational Safety and Health, under the California Department of Industrial Relations, which ha orimary responsibility for administering the Cal/OSHA program. Safety and health standards are promulgated by the Occupational Safety and Health Standards Board. Anyone desiring to register a complaint alleging inadequacy in the administration of the California Occupational Safety and Health Plan may do so by contacting the San Francisco Regional Office of the Occupational Safety and Health Administration (OSHA), U.S. Department of Labor Tel: (415) 625-2547. OSHA monitors the operation of state plans to assure that continued approval ismerited

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Participate in a qualifying event because of a family member's military deployment to a foreign country.

Funded entirely by employees' contributions