

SAFETY AND HEALTH PROTECTION ON THE JOB 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).

California Minimum Wage Order and W/C Industry and Occupation Orders. Effective January 1, 2025, Minimum Wage will be \$16.00 per hour. Includes tables for different employee categories and industry/occupation orders.

Whistleblowers' Protection 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...

Call the FREE Worker Information Helpline - (833) 573-0257 DIVISION OF OCCUPATIONAL SAFETY AND HEALTH (OSHA) HEADQUARTERS: 1515 Clay Street, Oakland, CA 94612

Medical Leave Act How do I request FMLA leave? You must request FMLA leave in writing. You must provide a certified medical professional's statement. Includes details on certification and return to work.

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...

Federal Minimum Wage Earned minimum wage is obligated to pay the higher rate. Includes information on overtime pay and enforcement.

USERRA YOUR RIGHTS AS A MEMBER OF THE MILITARY AND RESERVE COMPONENTS. Includes information on reinstatement and benefits for military members and reservists.

Your Rights and Obligations as a Pregnant Employee. IF YOU ARE PREGNANT, HAVE A PREGNANCY-RELATED MEDICAL CONDITION, OR ARE ABOUT TO GIVE BIRTH, YOU ARE ENTITLED TO TAKE LEAVE.

Pregnant Workers Fairness Act (PWFA) The Pregnant Workers Fairness Act (PWFA) is a federal law that requires covered employers to provide "reasonable accommodations" to a qualified worker's known limitations related to pregnancy, childbirth, or related medical conditions.

Family Care and Medical Leave (FMLA) Family Care and Medical Leave (FMLA) is a federal law that provides eligible employees with unpaid, job-protected leave for certain family care and medical needs.

Disability Insurance and Paid Family Leave Your employer is registered with and reporting wages to the Employment Development Department (EDD) as required by law.

Equal Employment Opportunity The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal anti-discrimination laws. Includes information on prohibited practices and remedies.

Workers' Compensation STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS Workers' Compensation. Includes information on benefits and the claims process.

Disability Insurance and Paid Family Leave (continued) Your employer must provide a copy of the California Paid Family Leave (DE 2511) brochure to each newly hired employee.

Sexual Harassment Sexual harassment is a form of discrimination based on sex. Includes information on prohibited practices and remedies.

Transgender Rights in the Workplace THE RIGHTS OF EMPLOYEES WHO ARE TRANSGENDER OR GENDER NONCONFORMING. Includes information on anti-discrimination laws and workplace protections.

Unemployment Insurance Benefits NOTICE TO EMPLOYERS. Includes information on reporting wages and the unemployment insurance process.

Paid Sick Leave/Healthy Families Act HEALTHY WORKPLACES/HEALTHY FAMILIES ACT: CALIFORNIA PAID SICK LEAVE. Includes information on accrual and use of paid sick leave.

Withholding Allowance EMPLOYER'S OBLIGATIONS FOR THE EMPLOYEE'S WITHHOLDING ALLOWANCE CERTIFICATE (DE 41). Includes information on the withholding allowance process.

Discrimination and Harassment ADDITIONAL PROTECTIONS. California law offers additional protections to those who work for employers with five or more employees.

Time Off For Voting (California Elections Code Section 14000). Includes information on time off for voting in state and federal elections.

Payday Notice REGULAR PAYS FOR EMPLOYEES OF: A.J. Kirkwood & Associates, Inc. (FIRM NAME). Includes information on payday notice requirements.

No Smoking Labor Code Section 6404.5 prohibits smoking in places of employment. No employer shall knowingly or intentionally permit, and no person shall engage in, the smoking of tobacco products in an enclosed space at a place of employment.