

2024 ★ CALIFORNIA ★ FEDERAL EMPLOYMENT REGULATIONS ★ 2024

CALIFORNIA MINIMUM WAGE

PLEASE STOP NEXT TO YOUR NEW OR INDUSTRY OCCUPATION ORDER
Official Notice: California Minimum Wage
MW-2024
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	Star/Soc. Sec. 2 below
Effective January 1, 2024	Minimum Wage: \$15.50 per hour	

PREVIOUS YEARS	PREVIOUS YEARS
Effective January 1, 2022	\$14.00
Effective January 1, 2021	\$13.00

Employers are required to display a poster regarding the minimum wage and overtime pay. The poster is available at www.dir.ca.gov/minimum-wage.

FEDERAL FAIR LABOR STANDARDS ACT (FLSA)

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY
At least 1 1/2 times the regular rate of pay for all hours worked over 40 in a workweek.

EMPLOYER RIGHTS
An employer must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs. Federal child labor laws prohibit the employment of children under 14 years of age in most non-farm jobs. The Secretary of Labor may issue orders for the employment of children in various non-manufacturing, non-mining, non-hazardous jobs with certain work hour restrictions. Different rules apply in agricultural occupations.

ADDITIONAL INFORMATION
• Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions of the FLSA. Child labor laws also apply to the pump and jack 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 employees (especially casual workers) are exempt from the FLSA. If you are an employer, you should consult with the Department of Labor to determine if your workers are exempt.
• The Department has authority to recover back wages and an equal amount in liquidated damages and civil penalties. 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 be assessed for violations of FLSA 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 act.

FLSA INFORMATION
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FEDERAL FAMILY AND MEDICAL LEAVE ACT (FMLA)

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 certain family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) can help you understand your rights under the FMLA.

Who is eligible for FMLA leave?
• You work for a covered employer.
• You have worked for your employer for at least 12 months.
• You have worked at least 1,250 hours for your employer during the 12-month period before your leave.
• Your employer has at least 50 employees during the 12-month period before your leave.

What are the reasons for FMLA leave?
• To care for a newborn child, or a child with a serious health condition.
• To care for a spouse, child, or parent with a serious health condition.
• To care for your own serious health condition that makes you unable to work.
• To care for a spouse, child, or parent with a serious health condition.
• To care for a spouse, child, or parent with a serious health condition.

What are the benefits of FMLA leave?
• You are entitled to the same or equivalent job upon your return.
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CA WORKERS' COMPENSATION NOTICE TO EMPLOYEES - INJURIES CAUSED BY WORK

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 injuries and illnesses. An injury or illness can be caused by one event (such as hurting your back) or a buildup of repeated exposure to a hazard (such as breathing in dust or fumes).

Benefits: Workers' compensation benefits include medical care, disability benefits, and death benefits. If you are injured or become ill because of your job, you may be eligible for these benefits. You should contact your employer's insurance carrier or the Division of Workers' Compensation for more information.

Medical Care: Your employer must provide medical care for your work-related injury or illness. This includes medical services, hospital care, and other necessary medical services. You should contact your employer's insurance carrier for more information.

Disability Benefits: If you are unable to work because of your work-related injury or illness, you may be eligible for disability benefits. These benefits are based on your average weekly wage and the number of weeks you are unable to work.

Death Benefits: If you die as a result of your work-related injury or illness, your dependents may be eligible for death benefits. These benefits are based on your average weekly wage and the number of dependents.

FEDERAL EMPLOYEE POLYGRAPH PROTECTION ACT (EPPA)

The Employee Polygraph Protection Act (EPPA) prohibits private employers from using lie detector tests on their employees for pre-employment screening or during the course of employment.

Prohibitions: EPPA generally prohibits from requiring or requesting any employee or applicant to take a lie detector test. There are exceptions for certain industries, such as security services, and for certain types of tests, such as those used to detect drug use.

Enforcement: The Department of Labor enforces EPPA. Employees who believe they have been discriminated against by an employer who has violated EPPA should contact the Department of Labor for more information.

CA DISCRIMINATION AND HARASSMENT IS PROHIBITED BY LAW

CALIFORNIA LAW PROHIBITS WORKPLACE DISCRIMINATION & HARASSMENT

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

- AGE (40 and over)
- COLOR
- DISABILITY (physical, developmental, mental, or genetic; HIV and AIDS)
- GENETIC INFORMATION
- RELIGION
- SEX
- SEXUAL ORIENTATION
- SEXUAL CHARACTERISTICS, CHARACTER, OR RACE
- MILITARY OR VETERAN STATUS
- NATIONAL ORIGIN (includes language restrictions and possession of a driver's license issued to undocumented workers)
- RACE (includes hair texture and hairstyles)
- RELIGION (includes dress and grooming practices)
- REPRODUCTION
- SEX/GENDER (includes pregnancy, childbirth, breastfeeding and related medical conditions)
- SEXUAL ORIENTATION

CRD-607P-ENG / January 2024

CA FAMILY CARE & MEDICAL LEAVE (CFRA) & PREGNANT DISABILITY LEAVE (PDLA)

FAMILY CARE & MEDICAL LEAVE & PREGNANT DISABILITY LEAVE

The California Family Care and Medical Leave Act (CFRA) and the Pregnant Disability Leave Act (PDLA) provide eligible employees with job-protected leave for family care and medical reasons, and for pregnancy-related conditions.

CFRA: Employees are entitled to up to 12 weeks of job-protected leave per year for family care or medical reasons. This leave is unpaid, but employees are entitled to the same or equivalent job upon their return.

PDLA: Employees are entitled to up to 4 weeks of job-protected leave for pregnancy-related conditions. This leave is unpaid, but employees are entitled to the same or equivalent job upon their return.

CA WHISTLEBLOWER PROTECTION ACT

The Division of Labor Standards Enforcement believes that the sample posting below meets the requirements of Labor Code Section 1102.8(a).

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, where the employee has reasonable cause to believe that the information discloses:

1. A violation of a state or federal statute.
2. A violation or noncompliance with a local, state or federal rule or regulation, or
3. 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 the employee from being a whistleblower.
2. An employer may not retaliate against an employee who is a whistleblower.
3. 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.
4. An employer may not retaliate against an employee for having exercised his or her rights as a whistleblower in any former employment.
5. An employer may not retaliate against an employee who is a family member of an employee who has, or is perceived to have, engaged in protected conduct or made a protected complaint, such as whistleblowing.

Effective January 1, 2016 under AB 1509, certain entities are excluded from the imposition of joint liability on client employers for all workers supplied by a labor contractor.

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.

FEDERAL KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces laws that prohibit workplace discrimination. Discrimination is illegal when an employer treats an employee differently because of a protected characteristic.

Protected Characteristics: Age, race, color, sex, religion, national origin, disability, and genetic information.

Types of Discrimination: Direct discrimination, indirect discrimination, and harassment.

What to do if you are discriminated against: File a complaint with the EEOC or your state fair employment practices agency.

CA TRANSGENDER RIGHTS IN THE WORKPLACE

THE RIGHTS OF EMPLOYEES WHO ARE TRANSGENDER OR GENDER NONCONFORMING

The California Civil Rights Department (CRD) enforces laws that protect transgender and gender nonconforming employees from workplace discrimination and harassment.

Protections: Employees are protected from discrimination based on their gender identity or expression, including in hiring, promotion, and pay. Employees are also protected from harassment based on their gender identity or expression.

Accommodations: Employers are required to provide reasonable accommodations for transgender and gender nonconforming employees, such as changes to name and gender markers on company records.

CA UNEMPLOYMENT INSURANCE BENEFITS

NOTICE TO EMPLOYEES UNEMPLOYMENT INSURANCE BENEFITS

This employer is registered under the California Unemployment Insurance Code and is reporting wages to the Employment Development Department (EDD) for unemployment insurance purposes.

Eligibility: Employees are eligible for unemployment insurance benefits if they are unemployed through no fault of their own and have earned wages during the base period.

Application: Employees should apply for unemployment benefits as soon as possible after becoming unemployed.

CA YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE

YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE

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Prohibitions: EPPA generally prohibits from requiring or requesting any employee or applicant to take a lie detector test. There are exceptions for certain industries, such as security services, and for certain types of tests, such as those used to detect drug use.

Enforcement: The Department of Labor enforces EPPA. Employees who believe they have been discriminated against by an employer who has violated EPPA should contact the Department of Labor for more information.

CA HEALTHY FAMILIES ACT OF 2014 & PAID SICK LEAVE

HEALTHY WORKPLACES/HEALTHY FAMILIES ACT

The Healthy Families Act of 2014 requires employers to provide paid sick leave to their employees. Employees are entitled to up to 72 hours of paid sick leave per year.

Usage: Paid sick leave can be used for the employee's own illness, the illness of a family member, or for other family care purposes.

CAL/OSHA SAFETY AND HEALTH PROTECTION ON THE JOB

SAFETY AND HEALTH PROTECTION ON THE JOB

The California Occupational Safety and Health Act (Cal/OSHA) requires employers to provide a safe and healthy workplace for their employees. Employers are responsible for identifying and correcting workplace hazards.

Employee Rights: Employees have the right to a safe and healthy workplace, to be informed of workplace hazards, and to participate in workplace safety programs.

Employer Responsibilities: Employers must provide training, safety equipment, and a safe work environment. They must also investigate and correct workplace hazards.

CA UNEMPLOYMENT INSURANCE - DISABILITY - PAID FAMILY LEAVE

NOTICE TO EMPLOYEES

This employer is registered with the Employment Development Department (EDD) as required by the California Employment Insurance Code and is reporting wages to the EDD that are being accumulated for you to be used as a basis for:

- Unemployment insurance (UI)
- Disability Insurance (DI)
- Paid Family Leave (PFL)

Phone: Representatives are available at the following toll-free numbers. Monday through Friday between 8 a.m. to 12 noon (Pacific Standard Time) except during state holidays.

English - 1-800-300-5616 • Cantonese - 1-800-547-3808 • Vietnamese - 1-800-547-2058 • Spanish - 1-800-268-3367

Fax or Mail: When you contact us by mail, please include a return address. We will send you a copy of the information you request. We will also send you a copy of the information you request to the address you provide.

FEDERAL YOUR RIGHTS UNDER USERRA

YOUR RIGHTS UNDER USERRA

The Uniformed Services Employment and Reemployment Rights Act (USERRA) protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Relief Administration. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

Reemployment Rights: Employees who leave their civilian job to serve in the military are entitled to be reinstated to their job or to a comparable position upon their return.

CA EMERGENCY PHONE NUMBERS

CA EMERGENCY PHONE NUMBERS

AMBULANCE: 911
FIRE - RESCUE: 911
HOSPITAL: 911
PHYSICIAN: 911
ALTERNATE: 911
POLICE: 911
CALIFORNIA: (909) 383-4321

WHAT IS PFWA?
The Pregnant Workers Fairness Act (PFWA) is a federal law that requires employers to provide reasonable accommodations to pregnant workers.

HEALTH INSURANCE PROTECTION
If you leave your job to perform military service, you have the right to elect to continue your existing medical health insurance coverage for up to 18 months after your return to work.