## **California State Postings**

## iHRSource

| The Labor Commissioner's Office provides the model posting below which made the regulation of   | Notice to 😥   |   | SAFETY AND HEALTH  |  |   |
|---|---|---|--|--|---|
| The Labor Commissioner's Office provides the model posting below which meets the requirements of<br>Labor Code Section 1102.8(a)-(b) under AB 2299 (Ch. 105, Stats. 2024), effective 1/1/2025).                                   |   | YOUR RIGHTS AND O Civil Rights Department   | The second se  |  | <b>IFORNIA</b>  |
| This document must be printed to 8.5 x 14-inch paper with margins no larger than one-half inch in order<br>to conform to the statutory requirement that the lettering be larger than size 14-point type.                          | Employees   | OBLIGATIONS AS A  | PROTECTION ON THE JOB State of California Department of Industrial Relations   |  |   |
|   | Your employer is registered with and reporting wages<br>to the Employment Development Department (EDD) as   | PREGNANT EMPLOYEE   | Cationsia law provides workplace safety and health protections for workers through regulations enforced by the Division of Occupational<br>Safety and Health (CaUGNA). This poster explains some tesis: requirements and procedures to comply with the stativity workplace safety and  |  |   |
| WHISTLEBLOWERS ARE PROTECTED  | required by law. Wages are used for the following<br>benefit programs, which are available to you.  | IF YOU ARE PREGNANT, HAVE A NOTICE OBLIGATIONS AS AN EMPLOYEE   | 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 wew.clr.ca.gov/samples/kearch/query.htm.   | CALIFORNIA LAW PROHIBITS WORKPLACE   | Amends General Minimum Wage Order and<br>IWC INDUSTRY OR OCCUPATION ORDER OFFICIAL NOTICE   |
| It is the public policy of the State of California to encourage employees to notify an appropriate  | Unemployment Insurance<br>Funded entirely by employer's taxes   | PREGNANCY-RELATED MEDICAL<br>CONDITION, OR ARE RECOVERING FROM  | WHAT AN EMPLOYER MUST DO: Employers shall make available on a timely and reasonable<br>All employers must provide work and workplaces that are safe and<br>bashbid is whore once and available on the time and the time is a safe with the time of the time is the time of the time  | DISCRIMINATION   | MW-2025   |
| government or law enforcement agency, person with authority over the employee, or another employee<br>with authority to investigate, discover, or correct the violation or noncompliance, and to provide                          | Provides partial wage replacement when you are  | CHILDBIRTH, PLEASE READ THIS NOTICE.<br>YOUR EMPLOYEN* HAS AN OBLIGATION TO<br>YOUR EMPLOYEN* HAS AN OBLIGATION TO  | governing job selfsty and health. Fealure to do so can result in a threat to<br>the life or health of workers, and substantial monetary senables.  | & HARASSMENT   | California Minimum Wage   |
| information to and testify before a public body conducting an investigation, hearing or inquiry, when they<br>have reason to believe their employer is violating a state or federal statute, or violating or not complying        | unemployed or your hours are reduced due to no fault<br>of your own. You must meet all eligibility requirements   | Recently accent to control way media which is proposed     energy or untrovedial,     energy or untrovedial,     energy or untrovedial     ener   | employees are customarily posted so overyone on the job can be aware of<br>basic initia and responsibilities. Employees must allow access by employees or their  |  | Every employer, regardless of the number of employees, PREVIOUS YEARS shall pay to each employee wages not less than the following: Employers with 25 Employers with 26   |
| with a local, state or federal rule or regulation.  | to receive unemployment benefits.<br>Visit File for Unemployment  | Transfer you to a less streasus or hazardous position (if one is available)<br>or duties if medically needed because of your preparancy;     accommodation, transfer or POL. If the need is an  | Yes much have a written on of incluie heiry and linear Prevention<br>Program (IPP) moding the regularenesis of Collegia Code of Regulations,<br>the 5, section 2550, Weensuch acquirolite/BROSS.html; public<br>Bis 5, section 2550, Weensuch acquirolite/Bis 5, section 2550, weensuch acquirol   | The California Civil Rights Department (CRD) enforces laws that protect you<br>from illegal discrimination and harassment in employment based on your<br>actual or perceived:  | Effective January 1, 2025, Minimum Wage: \$16,50 per hour<br>"56 pc, 2 bdow"<br>Junuary 1, 2025   |
| Who is protected?<br>Pursuant to <u>California Labor Code Section 1102.5</u> , employees are the protected class of individuals.  | (edd.ca.gov/unemployment) to learn how to apply for<br>benefits.  | Provide you will propauscy dashibly lease (PDL) of up to be reache<br>the version given to marrely avoid, with non-bird of a pure to 1<br>10 weeking and return you are law out in one-bird of a pure to 1<br>consolid and return you are law out in all weeking and a pure set of the set of t   | Notes to employee and the bragment representative.<br>You must be aware of hazards you employees face on the job and keep<br>means schedule full to choserve<br>means sched | ANCESTRY     MILITARY OR VETERAN STATUS     AGE (40 and above)     NATIONAL ORIGIN (includes language  | Effective January 1, 2024 Minimum Wage: \$16.00 per hour  |
| "Employee" means any person employed by an employer, private or public, including, but not limited to,  | Disability Insurance<br>Funded entirely by employees' contributions   | Biolowic try two programming or an original processing of the second pr  | You must correct any hazardous condition that you know may result in WHEN CAL/OSHA COMES TO THE WORKPLACE:   | COLOR restrictions and possession of a driver's license issued to undocumented   | Effective January 1, 2023 Minimum Wage: \$15.50 per hour<br>"Employees traited as employed by a single qualified targesyser pursuant to Revenue and<br>the MC's industry and cocaption orders. Exceptions and individuals who   |
| individuals employed by the state or any subdivision thereof, any county, city, city and county, including<br>any charter city or county, and any school district, community college district, municipal or public                | Provides partial wage replacement when you are  | Incation in data granulny to the employed work area to regress breast<br>milk in private as set tork in the Labor Gole; and<br>Rever discriminati, hansa; or relation of the basis of pregnancy.<br>• Within employed and the set of your medical relation of the basis of pregnancy.   | ing or person service of the cost and the co   | USXHBLL1Y (Dryska), immigrants)<br>developmental, mental<br>health/psychiatric, HV and     RACE (includes hair texture and   | Tastion Code socies 2505 are traded as employees of that single topograp. To employees<br>an emposentiatives of persons working in inductives and coopedices in the State of California:<br>SUMMARY of AcTIONES   |
| corporation, political subdivision, or the University of California. (California Labor Code Section 1106)   | unable to work because of a non-work-related illness,<br>injury, pregnancy, or disability. You must meet all<br>eligibility requirements to receive disability benefits.                | FOR PREGNANCY DISABILITY LEAVE<br>• 70L in ratio an automatic priorit of time, but for the period of time batt<br>rate an databattly pregnancy, chicking or mail and  | unese, if event, occurring on the job. see site to do this immediately stirt<br>a contrast in the internet employee. Filters to provide the internet<br>a series injury or illness, or death, within 6 hours can result in a minimum<br>call on set with of 50 contrast.   | AUDS) harstytes)<br>• GENETIC INFORMATION PROFILE<br>grooming practices)   | California Ligalitation, raising the minimum weigh for all industries, (35, 35bai de 2016,<br>annanding uscells in Lisz Let than alliamina lace Costa) and a logistication passed by the<br>mannanding uscells in Lisz Let than alliamina lace Costa) and a logistication passed by the<br>mannanding uscells in Lisz Let than alliamina lace Costa) and a logistication passed by the<br>mannanding uscells in Lisz Let than alliamina lace Costa) and a logistication passed by the<br>mannanding uscells in Lisz Let than alliamina lace Costa) and a logistication passed by the<br>mannanding uscells in Lisz Let than alliamina lace Costa) and a logistication passed by the<br>mannanding uscells in Lisz Let than alliamina lace Costa) and a logistication passed by the<br>mannanding uscells in Lisz Let than alliamina lace Costa) and a logistication passed by the<br>mannanding uscells in Lisz Let than alliamina lace Costa) and a logistication passed by the<br>mannanding uscells in Lisz Let than alliamina lace Costa) and a logistication passed by the<br>mannanding uscells in Lisz Let than alliamina lace Costa) and a logistication passed by the<br>mannanding uscells and the softward lace costa and a logistication passed by the<br>mannanding uscells and the softward lace costa and a logistication passed by the<br>mannanding uscells and the softward lace costa and a logistication passed by the<br>mannanding uscellant lace costa and a logistication passed lace softward lace softwar |
| What is a whistleblower?<br>A "whistleblower" is an employee who discloses information to a government or law enforcement   | Visit Disability Insurance  | Tour health care provider determines how much time you will need. CALIFORNIA FAMILY RIGHTS ACT<br>• Once your employer has been informed that you need to take POL, your (CED A)  | UNI praway of 82,000.<br>WHAT AN EMPLOYER MUST NEVER DO:<br>When an inspector begin, no CaUGNA investigator will show<br>Nowor pamit an employee to do work that viaites CaUGNA workplace<br>Michiel detertization.  | GENDER EXPRESSION     GENDER IDENTITY     GENDER IDENTITY     DECEMMENTING   | wap paped by particle for for far far far farmatiant encloses of 18, 20, 20, 20, 20, 20, 20, 20, 20, 20, 20   |
| agency, person with authority over the employee, or to another employee with authority to investigate,  | (edd.ca.gov/Disability/Disability_Insurance.htm) to<br>learn how to apply for benefits.   | endpier nach gesenteln is windig haft pris sie an refach to solvit is poer<br>anner er a comparado politice fragmanegan verben gaanste hit.<br>Under für kallitäring fast pris (2540), if you have<br>novel han 12 kontris family fagits Art (2540), if you have<br>novel han 12 kontris family fagits Art (2540), if you have<br>novel han 12 kontris family fagits Art (2540), if you have<br>novel han 12 kontris family fagits Art (2540), if you have<br>novel han 12 kontris family fagits Art (2540), if you have<br>novel han 12 kontris family fagits Art (2540), if you have<br>novel han 12 kontris family fagits Art (2540), if you have<br>novel han 12 kontris family fagits Art (2540), if you have<br>novel have and the source of the source of the source of the<br>family comparading have and the source of the source of the source of the<br>family comparading have and the results of the source of the<br>family comparading have and the results of the source of the<br>family comparading have and the source of the<br>family comparading have and the source of the   | sofety and health regulations. The employer, or someone the employer chooses, will be given<br>an opportunity to accompany the investigator during the   | MARITAL STATUS     SEX/GENDER (includes pregnancy, childbirth, breastfeeding and/or related  | MW-2025. Section 1, Applicability, and Section 4, Separability, have not been changed. order containing minimum wage rates applicable for Fast Food Hessaurant and  |
| discover, or correct the violation or noncompliance, or who provides information to or testifies before a<br>public body conducting an investigation, hearing or inquiry, where the employee has reasonable cause to              | Paid Family Leave<br>Funded entirely by employees' contributions  | <ul> <li>POL may include, but in or thrinks to additional or more heaver bands.</li> <li>In the stage of the stage</li></ul>  | privating adequate protection. Inspection. An authorized representative of the engipperee will<br>be played based on the player of the engipperee will<br>be player to base opportunity. When engine is no authorized<br>engipper exposentiative, the innerestigator will tak to a<br>manacedea number of engipperee adducted and headh  | characteristics, cancer, or a medical conditions)<br>record or history of cancer) • SEXUAL ORIENTATION   | and lodging credits sections of all of the IWC's industry and occupation orders. In the Summary of Actions above.   |
| believe that the information discloses:   | Provides partial wage replacement when you need   | tocomey man chacters or east or pregnancy, share pos-partum<br>depression. Source doe netded by load or in transly-like relationship  | EMPLOYEES HAVE CERTAIN WORKPLACE SAFETY & HEALTH<br>RIGHTS:<br>As an employee, you (or someone acting for you) have the right to file a  | THE CALIFORNIA FAIR EMPLOYMENT AND HOUSING ACT   | Inits aurming induce the interpretent in accurate with the rest vage<br>orden: Copies of the late of the amployer's maintain<br>orden at th <u>gc/www.fccc.operevelWagd/ordenduristation</u> or by contractly pour load<br>believes of Lates Shared Shar                               |
| <ol> <li>A violation of a state or federal statute,</li> <li>A violation or noncompliance with a local, state or federal rule or regulation, or</li> </ol>  | to take time off work to:<br>• Care for a seriously ill family member.  | intermittent leave or a reduced work schedule. not required to do so, unlease the employee in taking accrued<br>paid time-off while on CFIA leave. Employees taking CFIA  | contidential compaint and request an inspection of year workplace if you<br>believe conditions there are unsele or unhealthut. This is done by<br>contracting the keed CaUGSM ketter (those years below). Your name is not<br>contracting the keed CaUGSM ketter (those years below). Your name is not   | AND ITS IMPLEMENTING REGULATIONS PROTECT CIVIL<br>RIGHTS AT WORK.  | EFFECTIVE: JANUARY 1, 2022 JANUARY 1, 2023 JANUARY 1, 2024 JANUARY 1, 2025  |
| 3. With reference to employee safety or health, unsafe working conditions or work practices in the  | <ul> <li>Bond with a new child.</li> <li>Participate in a qualifying event because of a family</li> </ul>   | there remeat the set to be a straight by the s  | Conserving an Action operation table provides in terms of the service of the serv   | HARASSMENT<br>1. The law prohibits horsesment of employees, applicants, unpold inferms, volunteers, and independent  | For an employer who employ:<br>LODEINC For an employer who employ:<br>Employees Employees for the employees of Empl  |
| employee's employment or place of employment.<br>An employee is also considered a whistleblower and protected when the employer believes the  | <ul> <li>Participate in a qualitying event because of a tamily<br/>member's military deployment to a foreign country.</li> <li>Visit California Paid Family Leave</li> </ul>            | poz PRL. Uce registro togoni renzy negutive or you may choose to use any available sink<br>leave during your PRL. Uce any constant of the second  | You and your designated representative have the right to access the<br>employer's IPP. Penalty amounts depend in part on the classification of the<br>violation as regulatory, general, serious, repeat, or withut; and  | <ol> <li>The law ponibils honosoment of employees, applicants, unpoid interns, volunteers, and independent<br/>contraction by any porson. This includes a ponibilition against interassment based on any characteristic<br/>lided above, such as sexual hansamment, gender hansamment, and hansamment based on pregnancy,<br/>celibility increative/day, and/or redskin institute conditions.</li> </ol>   | Bitem coopied alone         \$713.3         \$95.60         \$77.83         \$75.33         \$77.93           Jeansk         Jeansk <td< td=""></td<>  |
| employee engaged in or will exercise protected activity. A whistleblower can also be an employee who  | Visit <u>California Paid Family Leave</u><br>(edd.ca.gov/PaidFamilyLeave) to learn how to apply for<br>benefits.  | Your employer is required to continue your group health coverage during<br>your YOL at the same load and and the same conditions that coverage<br>would have here previded if you had contained in employment.<br>CBD can assist you with your complaint.   | compational safety or health standard or order where such visible would<br>create a real and apparent hozard to the employee or other employees.   | <ol> <li>All employers are required to take resonable slops to provert all torms of harasament, as well as provide information to each of their employees on the nature, lilegality, and legal remedies that apply to sexual harasament.</li> </ol>  | Provide         SR3.22         D54.34         SR0.15         SR2.20         D54.04           Apsthum-1-bit (20) of the orderary motel wake, and in to<br>and even they find (20) of the orderary motel wake, and in to<br>and even they find (20) of the orderary motel wake, and in to<br>another they find (20) of the orderary motel wake, and in to<br>another they find (20) of the orderary motel wake, and in to<br>another they find (20) of the orderary motel wake, and in to<br>another they find (20) of the orderary motel wake, and in to<br>another they find (20) of the orderary motel wake, and in to<br>another they find (20) of the orderary motel wake, and in to<br>another they find (20) of the orderary motel wake, and in to<br>another they find (20) of the orderary motel wake, and in to<br>another they find (20) of the orderary motel wake, and in to<br>another they find (20) of the orderary motel wake, and in to<br>another they find (20) of the orderary motel wake, and in to<br>another they find (20) of the orderary motel wake, and in to<br>another they find (20) of the orderary motel wake, and in to<br>another they find (20) of the orderary motel wake, and in to<br>another they find (20) of the orderary motel wake, and in to<br>another they find (20) of the orderary motel wake, and in the<br>another they find (20) of the orderary motel wake, and in the<br>another they find (20) of the orderary motel wake, and in the<br>another the orderary motel wake, and in the orderary motel wake, and in the<br>another the orderary motel wake, and in the orderary motel wake, and in the<br>another the orderary motel wake, and in the orderary motel wateling (20) of the<br>another the orderary motel wateling (20) of the orderary motel wateling (20) of the<br>another the orderary motel wateling (20) of the orderary motel wateling (20) of the<br>another the orderary motel wateling (20) of the orderary motel wateli  |
| refuses to participate in an activity that would result in a violation of a state or federal statute, or a<br>violation of or noncompliance with a local, state or federal rule or regulation.                                    | Note: Some employees may be exempt from coverage<br>by the above insurance programs. It is illegal to make  | Taking PD, may impact certain of your benefits and your sensioity data; <u>news.colloitinght.on.gor/content/sepired</u> please contact your employer for details.   | to may not service or phrases in any way for mag it compared about<br>unsets or unkeel bit wirking conditions, or of otherwise exercising your<br>rights to a safe and healthul workplace. If you field that you have been<br>for at a safe and healthul workplace. If you field that you have been<br>the body of any entryphysic can result, upon conviction, in a file  | <ol> <li>Employers with the or one employees and public employers must train their employees regarding the prevention of sexual horisonnent, including horisonnent based on pender identity, gender expression, and sexual orientation.</li> </ol>   | west now flax:         /month         /month <th< td=""></th<>   |
| What protections are afforded to whistleblowers?  | a false statement or to withhold facts to claim<br>benefits.  | "PDL_CHTMA haves, and and"-standarbandum protections apply to exopisions of 3 or more exopisyees; and-havescened protections apply to<br>employees of 1 or more.<br>""Color means a bilingical, adapted, or Konler child, a singuchild, a legal ward, or a child of an employee or the employee's domentic<br>"Color means a bilingical, adapted, or Konler child, a singuchild, a legal ward, or a child of an employee or the employee's domentic<br>"Color means a bilingical, adapted, or Konler child, a singuchild, a legal ward, or a child of an employee or the employee's domentic<br>"Color means a bilingical, adapted, or Konler child, a singuchild, a legal ward, or a child of an employee or the employee's domentic   | find or persished for exercising your rights, you may like a complexit about<br>this type of discrimination by contacting the nearest office of the California<br>Department of Industrial Relations, Division of Labor Standards<br>Endormannel Labor Commissional Official of the San Endormannel and the analysis is a comparation of Inhibit disbility company.<br>The filter may be given Single California   | DISCRIMINATION/REASONABLE ACCOMMODATIONS   | (2)         (1)   |
| <ol> <li>An employer may not make, adopt, or enforce any rule, regulation, or policy preventing an<br/>employee from being a whistleblower.</li> </ol>  | For additional information, visit the EDD (edd.ca.gov).<br>The EDD is an equal opportunity employer/program.  | partner, or a person is whon the inspirepe abdack in loca persons.<br>*** "Person" inclusion a biological, today or adoptive person, a person-inter, a stepperent, a legal guardiar, or other person who stand in<br>Jacom partners is the analysizes when the environment as a child.<br>Jacumer 2023  | Enforcement Juba Commission's Officie of this Bas Francisco office of<br>the U.S. Epoperiner of Labo. Consolitional Safety and Island Francisco and Carlos an  | <ol> <li>California bar portfolks engloyers with two or more engloyees and public employees from<br/>discriminating based on any protoched classicalisation latical above maken making decisions about hining,<br/>protection, pag, basedis, learns of engloyment, layoffs, and other sageods of engloyment.</li> </ol>  | Luxh         \$7.47         \$6.97         \$7.72         \$7.97         \$8.22           Driver         \$10.02         \$0.35         \$10.05         \$10.08         \$11.01   |
| 2. An employer may not retaliate against an employee who is a whistleblower or is perceived to be a   | Auxiliary aids and services are available upon request<br>to individuals with disabilities. Requests for services,  |   | file these completing with the California Labor Corrensionor's Office) Addeals Dosto.<br>Consult your load insignation direction for the office neuronal you.<br>Consult your load in bighnate direction for the office neuronal you.<br>EMPLOYEES ALSO HAVE RESPONSIBILITIES:<br>encload in the California Labor Corrension of the California Labor Lab   | <ol> <li>Employers cannot limit or prabibil the use of any language in any workplace unless justified by<br/>business necessity. The employer must notify employees of the language restriction and consequences<br/>for visuation.</li> </ol>   | Meals or lodging may not be credited against the S. AMENGED PROVISIONS<br>minimum ways without a wataming written<br>agreement behaves the enaptioner and the MW 2024 as a write in the MWCS inclusity and cooperation orders. See<br>Notice to   |
| whistleblower. 3. An employer may not retailate against an employee for refusing to participate in an activity that   | aids, and/or alternate formats need to be made by<br>calling 1-866-490-8879 (voice). TTY users, please call   | FAMILY CARE & MEDICAL   | To keep the workgluce and year consistent sets, you should bill year<br>entropieve shout may learn that could resell in an injury or liteses to an<br>versioneve. While working, with must barry does shall works out and the work of days, or will be unsele condition is corrected,<br>working days, or will be unsele condition is corrected.   | <ol> <li>Employers cannot discriminate against an applicant or employee because they possess a California<br/>other's itemse or ID issued to an undocumented person.</li> </ol>  | agreement between the employer and the "employees" and the employees the  |
| <ol> <li>An employed may not retainate against an employed for rerusing to participate in an activity that<br/>would result in a violation of a state or federal statute, or a violation or noncompliance with a state</li> </ol> | the California Relay Service at 711. (1-22)   | LEAVE & PREGNANCY   | employe, the working to make an end of the second s   | 4. Employees must reasonably accommodate the englosus belies and practices of on enployee, urpaid intern. or job applicant, including the wearing or carrying at religious obting, jewerry or artiflacts, and heliogies, local hair, or body hair, which are part of an individual's observance of their religious   | more than the amounts dated in the table above.<br>A. SPARABILITY<br>The accollation of any convision of this Ordex or<br>The accollation of any convision of this Ordex or<br>Overflore should enforcement should be directed to the Labor<br>Provide Ministry Rev and the Provide Should be directed to the Labor<br>Provide Ministry Rev and the Provide Should be directed to the Labor<br>Provide Ministry Rev and the Provide Should be directed to the Labor<br>Provide Ministry Rev and the Provide Should be directed to the Labor<br>Provide Ministry Rev and the Provide Should be directed to the Labor<br>Provide Ministry Rev and the Provide Should be directed to the Labor<br>Provide Ministry Rev and the Provide Should be directed to the Labor<br>Provide Ministry Rev and the Provide Should be directed to the Labor   |
| or federal rule or regulation.<br>4. An employer may not retailate against an employee for having exercised their rights as a   | NOTICE TO EMPLOYEES   | DISABILITY LEAVE  | SUBSTANCES:  | Deverse.<br>5. Employers must reasonably accommodate on employee or job applicant with a disability to enable<br>them to perform the essential functions of a job.   | any section, subsection, subsection, subsidiation, sentence,<br>clause, phrase, word or portion of this Order should<br>office nearest you, information can be found on the internet at   |
| <ol> <li>An employer may not retained against an employee for having exercised their rights as a<br/>whistleblower in any former employment.</li> </ol>   | UNEMPLOYMENT  | Under California Jaw, an employee may have Pregnancy Disability Leave. Face I as employee is not eliable  | (www.dir.ca.gov/lites/339.html), or is covered by the Hiszard<br>Communication standard (www.dir.ca.gov/lites/319.4.html) must<br>minist and publications. You can also context a local district<br>employ and publications of the homefore employed in thomefore employed in the homefo  | ADDITIONAL PROTECTIONS   | prohibited by statuta, the remaining provisions Commissioner's Office" on the internet or any other cirectory. The Labor thereof shall not be affected thereby, but shall Commissioner has offices in the following cifes: Bakersfield, El Centro,  |
| Under <u>California Labor Code Section 1102.5</u> , if an employer retaliates against a whistleblower, the<br>employer may be required to reinstate the employee's employment and work benefits, pay lost wages                   | INSURANCE   | the right to take job-protected leave to care<br>for their own serious health condition or a<br>family member with a serious health   | present employee international or in a management of the method of the m   | California law offers additional protections to those who work for employers with five or more employees.<br>Some exceptions may apply. These additional protections include:<br>1. Specific protections and hiting procedures for people with criminal histories who are looking for<br>exception and hiting procedures for people with criminal histories who are looking for  | contrace be pigene full free and reflect as if the<br>pert on hild instid or unconstitutional land not<br>bonin included herein. Santa Rosa, Stockter, and Van Nave, Santa Rosa, S  |
| and civil monetary penalties, and take other steps necessary to comply with the law.  | BENEFITS  | condition, or to bond with a new child (via<br>birth, adoption, or foeler care). California law<br>also requires employers to provide (ob-<br>Reisstatement. sub cRA kase and pregravey deabity lew   | Call the FREE Worker Information Helpline - (833) 579-0927<br>DIVISION OF OCCUPATIONAL SAFETY AND HEALTH (CAL/QSHA)  | <ol> <li>Protections significant discrimination based on an employee or job applicant's use of cannables off the job<br/>and away from the workplace</li> </ol>  | STATE OF CALIFORNIA • DEPARTMENT OF INDUSTRIAL RELATIONS  |
| How to report improper acts<br>If you have information regarding possible violations of state or federal statutes, rules, or regulations, or  |   | also requires employers to provide job-<br>protected leves and accommodations to<br>employees who are disabled by pregnancy,<br>childbirth, or a ratabled medical condition.  | HEADQUARTERS: 1515 Clay Street, Ste. 1901, Oxford CA 94612 – Telephone (510) 286-7000<br>District Offices  | 3. Up to 12 weeks of job protected leave to eligible employees to care for themselves, a tarsly member (shift of any spy, spooe, downetic particle, particle, particle, and any designed to a designed before the shift of the rest of the tool or tarsly the relationshift particle, the tool or tarsly the relationshift particle, too or too of the too or tarsly the too of tarsly the relationshift particle, and to any spy, spooe, downetic particle, particle, and to any spy, spooe, downetic particle, particle, and the specific particl          | Division of Workers' Compensation   |
| violations of fiduciary responsibility by a corporation or limited liability company to its shareholders,<br>investors, or employees, call the California State Attorney General's Whistleblower Hotline at                       | This employer is registered under the California<br>Unemployment Insurance Code and is reporting wage<br>credits to the Employment Development Department                               | Under 6 Aufbrain Family Right Act of 100 (2014), may<br>employee these for global point and the star of the<br>bear the star of the<br>star of the star of the<br>star of the star of the<br>star of the star of the<br>star of the star of the<br>star of the star of the<br>star of the star of the   | American Canyon 3419 Breadway St., Sta. HB, American Canyon 94503 (7027) 649-3700<br>Bakemileki 7718 Maany Aw., Bakemileki 05308 (661) 588-6400  | certain military adgencies<br>4. Lip to the days of (bic-protected bereavernent lawe within three months of the death of a family<br>member (india, spouse, parent, lating, grandparent, grandchild, domestic partner, or parent-h-haw)  | Notice to Employees — Injuries Caused By Work   |
| 1-800-952-5225.   | (EDD) that are being accumulated for you to be used<br>as a basis for Unemployment Insurance benefits.  | <ul> <li>the employee's own serious health condition;</li> <li>as soon as they learn of the need for the issue. Failure to comply with these action miles is exceeds for and max seeil in default of the</li> </ul>   | Feater Dity         1065 Stark Hillodale BL, Ski 10, Favier Chrj MMA4         (8000) 577-8512           Prennent         3914 CAvic Center Dr, Ster. 310, Fremont 94538         (510) 794-5322           Freene         2550 Markonos Str. 11         [569) 446-5332   | 5. Up to four months of job-protected leave to employees disabled because of programsy, childbirth, or a related medical condition, servel as the right to responsible accommodition can be advice of their health case provides, related to their preparation, childbirth, or a reliable medical condition.   | Norma po entitisfo involversi componentia branchi Fry cue misjund or brancen il<br>brancani da para da finiteria compansation como lasti devidial aplanta i ranziali<br>igiaria and baseau. An laigor o lassea can be causad by ana avera (para ha taring<br>por basis. In all brance prevente operance previous can barting por write trains to strating<br>provi basis. In all brance prevente operance previous can barting por write into strating por                                      |
| The Attorney General will refer your call to the appropriate government authority for review and possible<br>investigation.   | You may be eligible to receive Unemployment<br>Insurance benefits if you are:   | the network heads condition of a child, quorum, denerating and the sensitive sensiti sensitive sensitive sensitive sensitive sensitive sensitive sensit   | Long Banch         1500 Hughes Way, Saito C-201, Long Banch (96610         (424) 450-2600           Los Apples         2500 West Fourth 92, Rm. 620, Los Apples 50013         (22) 576-7451           Moderbo         4200 Tenholishing VS, Saita J, Moderde 59356         (20) 596-5761   | <ol> <li>Up to five days of job-protected leave following a reproductive loss event (failed adoption, failed<br/>surrogacy, miscarriage, stillbirth, or unsuccessful assisted reproduction)</li> </ol>   | some motion over and over). 2. Report Year ladjury. Report the injury immediately to your supervisor or to an employer representative. Dan't delay. There are time limits. If you wait too long, you may loss your right to benefits, house employer is required to the injury of the providence of the limits. If you wait too long, you may loss your right to benefits. You enclose the injury of the providence of the limits. If you wait too long, you may loss your right to benefits. You enclose the injury of the providence of the limits. If you wait too long, you may loss your right to benefits. You enclose the limits of  |
| การอาสูงแอก   | Unemployed or working less than full-time.     and  | The employment Charagened Persons's con-<br>employment Charagened Persons's con-<br>tent with a dotation, or forther camp placement of a chald.<br>The employment basis lowers for their con- or a clean's member's<br>series handle condition, lowers may also be taken on an interminities'<br>series handle condition, lower may also be taken on an interminities'<br>series handle condition, lowers may also be taken on an interminities'<br>series handle condition, lowers may also be taken on an interminities'<br>series handle condition, lower participation on the camp of their<br>series handle condition, lowers may also be taken on an interminities'<br>series handle condition, lowers participation on the camp of their<br>series handle condition, lowers participation on the camp of their<br>series handle condition, lowers participation on the camp of their<br>series handle condition, lower participation on the camp of their<br>series handle condition.  | Monrovia 800 Royal Oala Dr., Str. 105, Monrovia 91016 (626) 239-0399<br>Oakland 1515 Clay 31, Str. 1303, Box 41, Cakland 94012 (510) 622-2916  | <ol> <li>Protections against intraliation when a person opposes, reports, or assists another person to oppose<br/>unitariful discriministics, including filing an internal complaint or a complaint with CRD<br/>REMEDIES/FILING A COMPLAINT</li> </ol>  | pacings, insist equipment and united outside of ecological processing in constraint with the oppressing statement, by surface and the statement, by surface and the statement of the oppressing transmiss, for your alleged input unit the oppressing transmission of the oppressing tr  |
| Division of Labor Standards Enforcement Labor Commissioner's Office   | <ul> <li>Out of work due to no fault of your own and<br/>physically able to work, ready to accept work, and</li> </ul>  | chromethines.  Eligibility. To be eligible for CPRA keys, an employee must have more than 12 months of service with their employee. Tanv  Wet to lease more than 12 months of service with their employee. Tanv   | Sacramento         1750 Howe Ave., Ste. 430, Sacramento 65625         (#10) 253-2800           San Bernardino         464 West Fourth St., Sie. 332, San Bernardino 82401         (809) 383-4521   | <ol> <li>The law provides remedies for individuals who experience prohibited discrimination, harassment, or<br/>retailation in the workplace. These remedies can include hiring, front pay, back pay, promotion.</li> </ol>  | <ol> <li>Is the private coupling of coupling of the private space and an origination of the private space and and an origination of the private space and and and</li></ol>   |
| THIS POSTER MUST BE DISPLAYED   | looking for work.<br>Employees of Educational Institutions:   | worked at last 1,230 locm in the 12-eventh period lefers the<br>deb they work to high their leave, and their employeer must have<br>five or more employees. If yes have been subjected to discrimination, hancesment, or<br>retailation at work, on have been improperly derived previous distance,<br>fibe a comparise with the subjected to discrimination, hancesment, or<br>fibe a comparise with the subjected to discrimination, hancesment, or<br>fibe a comparise with the subjected to discrimination, hancesment, or<br>fibe a comparise with the subjected to discrimination, hancesment, or<br>fibe a comparise with the subjected to discrimination, hancesment, or<br>fibe a comparise with the subjected to discrimination, hancesment, or<br>fibe a comparise with the subjected to discrimination, hancesment, or<br>fibe a comparise with the subjected to discrimination, hancesment, or<br>fibe a comparise with the subjected to discrimination, hancesment, or<br>fibe a comparise with the subjected to discrimination, hancesment, or<br>fibe a comparise with the subjected to discrimination, hancesment, or<br>fibe a comparise with the subjected to discrimination, hancesment, or<br>fibe a comparise with the subjected to discrimination, hancesment, or<br>fibe a comparise with the subject to discrimination of the su   | San Diego         7375 Metropolam (Tr., Sm. 207, San Diego 2010)         6(19) 1972-2020           San Francisco         455 Golden Gala Aw, Pr. 3616, San Francisco 94102         (415) 597-0100           Santh Ana         2 MacMarka Marka San Zanza         (416) 497-2020  | reinstatement, cases -and-dealet orders, expert withese tee, inacosable attorney's inter and costs,<br>punitive damages, and emotional distincts damages.<br>2. If you believe you have operational discrimination, harassment, or retailation, you may the a compliaint.  |   |
| WHERE EMPLOYEES CAN EASILY READ IT  | Unemployment Insurance benefits based on wages<br>earned while employed by a public or nonprofit  | Pay and Benefits During Leave, mike he law<br>provise who your law, not we move noy he'r erglows<br>during CPM kwei, he ddfise, wellower mer drowe (in'<br>employme nam you'n low of down whe hat bin<br>methower nam you who wellower and hat bin<br>schwidt gins, ang kworther provises   | Van Naya 6150 Van Maya (Red., Ste. 405, Van Naya 91401 (616) 901-5403 Regional Offices   | with CRD, independent contractors and volunteens: If you believe you have been harassed, you may the<br>a compaints with CRD.<br>3. Compaints made to filed within three years of the last act of discrimination/harassment/irelatation. For   | par approvement tear of physical ensemblances from the dock or an<br>ensemblance of the set of the   |
| (Poster may be printed on 8½" x 11" letter size paper)  | educational institution may not be paid during a school<br>recess period if the employee has reasonable assurance<br>of returning to work at the end of the recess period               | GPAN leave under certain incurantiones. Employees on CERA     Tag Free: 2008,404,1064/17TY: 600,700,2320     California Relay Service (711)     Employment Development Department.     Here are debilite That traveries a reasonable accommodation <sup>®</sup> CED on  | San Francisco         455 Golden Gab Mee, Fra 9506, San Francisco P4102         (41) 597-6300           Sacamento         1750 Hoave Ave, Ste. 440, Sacrameted b 65605         (37) 823-2833           Santh Area         2 MacMark Prise, Site 72, Golden Area Re2(207)         (714) 554-6300  | these who are under the age of 18, complaints must be field within these years after the last act or<br>discrimination/hansasment/ relatation or one year after their eighteent bathody, whichever is laster.<br>If you have been subjected to discriminative, hansasment, or relatation at work, the a complaint<br>and the subject of | <ul> <li>Type analysis in the last point of the last point of</li></ul>   |
| HEALTHY WORKPLACES/HEALTHY FAMILIES ACT:  | (California Unemployment Insurance Code section<br>1253.3). Benefits based on other covered employment  | Taking CRRA kano may incord contrin employee benefits and<br>society toors. The employees wat more information mapping<br>eligibility for a lowar and/or the incord of the pacidance, visit:<br>and hereiting, here phases. For additional transitions of this pacidance, visit:  | Morroria 800 Repal Onic Dr., Sin. 105, Morrovia 91016 (528) 471-9122<br>Cal OSHA Consultation Services   | with the Chill Rights Department (CRD).<br>TO FILE A COMPLAINT   | Annum y war war reprodue entry dary at most prevention of the product of the p   |
| REALINT WORKPLACES/REALINT FAMILIES ACT:  | may be payable during recess periods if the<br>unemployed individual is in all other respects eligible,<br>and the wages earned in other covered employment are                         | www.calcivitatis.cs.predocters/readed .amany 2023   | Field / Area Offices           • Presso / Central Valley         2550 Marijose Mail, Rm. 2005, Presso 93721         (556) 445-6600   | Civil Rights Department<br>calcivilights.cs.gov/companytercess<br>Tail Pres: 400.884 1694 / TTT: 500.700.2320  | injury for instructions, see the wettern information about workers' compensation that your<br>employer is negative to treat work injury. Been your any got the to see the MPM contact information about<br>doctor if your authing with an certain doctor for an authing with an certain doctor for your authing the intervention<br>doctor if your authing with an certain doctor for authing with an certain doctor for an authing with an certain<br>doctor within the MPM. For non-information, one the MPM contact information bolow:   |
| CALIFORNIA PAID SICK LEAVE  | sufficient to establish an Unemployment Insurance<br>claim after excluding wages earned from a public or<br>nonprofit educational institution(s).                                       | THE RIGHTS OF EMPLOYEES   | La Palma / Las Agelies 1 Centerpoints Dr., Sta. 150, La Palma 99623 (714) 562-5525 / Orange County      Orange Area 1515 Clay 51, Sta. 1100, Jasleard 94612 (510) 622-2691   | California really service (FT)<br>Have a disability that requires a ressonable accommodation? CRD can assist you with your complaint.  |   |
| (as amended effective 1/1/2024)   | Note: Some employees may be exempt from<br>Inemployment and Disability Insurance coverage   | WHO ARE TRANSGENDER OR  | Sacrametor / Morhem CA 1700 Hese Awa, Ste. 490, Sacrametre 69823 (6118, 283-4704     San Bernardino 444 West Fourth St., San. 338, San Bernardino 92401 (6069, 333-4657     San Diego / Imperial County 70757 Memorphaten Chi, San 200, San Diego 2016 (619) 787-2960  | The Fair Exployment and Housing Act is collided at downmant Doda sections 12000 -12089. The<br>regulations implementing the Act are at Doda of Regulations, table 2, division 4.1<br>Government Code section 12050 and California Doda of Researchings. Table 2, section 11023, section at   | MR website:   |
|   | The fastest way to file for Unemployment<br>Insurance (UI) is with UI Online at   | GENDER NONCONFORMING  | San Fernando Valley 0150 Van Naye Bird., Str. 307, Van Naye 91401 (#18) 901-5754 Consultation Region Office  | employers to post this document, it must be conspicacusly posted in hirting offices, on employee builetin<br>beards, in employment agency waiting rooms, union hails, and other places employees gather. Any<br>employee whose excitations of the or for the catholic constitution of more than (the case English).  | MPN Effective Date:   |
| Entitlement:  | www.edd.ca.gov/UI_Online.<br>You may also file for Unemployment Insurance by calling  | CALIFORNIA LAW PROTECTS E. Does an employee have the right to be addressed by   | Freezo     2550 Meriposa Mall, Rr. 3014, Freezo 60721     (550) 445-6003     freezo 60721     (550) 445-6003     freezo estatutation of the standards is carried out by the Division of Occupational SaMty and Health, under the California  | Imposing ensuing must be preserved in the preserved in the appropriate language or language. For transitions of this publicing, kills' terms, allohering this call, gar/posters/mguited January 2024   | If you need help locating an WHI physician, cell your WHI access assidant at:   |
| <ul> <li>An employee who, on or after July 1, 2015, works in California for 30 or more days<br/>within a year from the beginning of employment is entitled to paid sick leave.</li> </ul>   | toll-free from anywhere in the U.S. at:   | TRANSGENDER AND GENDER gender de la correspond to their<br>gender destrito y e gender operación, even il different<br>NONCONFORMING PEOPLE FROM tom their legal name and gender?  | Department of Industrial Federicas, which has primary responsibility for administering the CARGHA groups. Safety and heads instandards are promalganded by<br>the Occupational Weighty and Heads Standards Based. Approve design (to project) and comparison tableging and expansion to be administration for CARGHA<br>Occupational Weighty and Heads Standards Based. Approve design (to project) and comparison tableging and heads<br>Administrational Safety and Heads Standards Card Based Heads Standards<br>2013. Department of Leafter 164, 1915; ESC27. OSE4 monitors the monotomer of attable gaster and anothered approval in mediation.   | -2008 7 2014   |   |
| <ul> <li>Paid sick leave accrues at the rate of one hour per every 30 hours worked, paid at the</li> </ul>  | English 1-800-300-5616<br>Spanish 1-800-326-8937<br>Cantonese 1-800-547-3506  | DISCRIMINATION, HARASSMENT, AND<br>RETALIATION AT WORK. THESE<br>View of the name and pronous that correspond with their grander<br>to find the organized or expression. These are sortediated  |  | PAYDAY NOTICE  | Ty su have questions about the MPN or want to Eles a computent spainest the MPN, Contact Person at:   |
| employee's regular wage rate. Accrual shall begin on the first day of employment or<br>July 1, 2015, whichever is later. Accrued paid sick leave shall carry over to the following  | Vietnamese 1-800-547-3505<br>Vietnamese 1-800-547-2058  |   | ГМЕРСЕНОУ  |  |   |
| year of employment and may be capped at 80 hours or 10 days.  | TTY 1-800-815-9387  | THINGS YOU NEED TO KNOW Support framework and a support an  | EMERGENCY  | REGULAR PAYDAYS FOR EMPLOYEES OF   |   |
| <ul> <li>An employer can also provide 5 days or 40 hours, whichever is greater, of paid sick<br/>leave "up-front" at the beginning of a 12-month period. No accrual or carry over is</li> </ul>                                   | Note: Waiting to file a claim could delay<br>benefits.<br>EDD representatives are available   | Receive and provide records of the second seco   |  |  | Questions 1. Luon more about workers' componention by moday; the internation that your employer is required to give you at time of hims. If you have questions, see your employer or the claims administrator (who handles workers' componention claims for your employer):   |
| required.   | EDD representatives are available<br>Monday through Friday between 8 a.m.<br>and 12 noon (Pacific Time). (7-18)   | Interpretation are preferent from decrementation of work<br>with based on a protocol for anticipation of the protocol<br>generation (based) a protocol for the based on a pro-<br>tead of based of based of based on the<br>protocol for based on the protocol for the based on the<br>protocol for the based on the protocol for the based on the<br>protocol for the based on the protocol for the based on the<br>protocol for the based on the protocol for the based on the<br>protocol for the based on the protocol for the based on the<br>protocol for the based on the protocol for the based on the<br>protocol for the based on the protocol for the based on the<br>protocol for the based on the protocol for the based on the<br>protocol for the based on the protocol for the based on<br>the protocol for the based on the protocol for the based<br>on the protocol for the based on the protocol for the based<br>on the protocol for the based on the protocol for the based<br>on the protocol for the based on the protocol for the based<br>on the protocol for the based on the protocol for the based<br>on the protocol for the based on the protocol for the based on<br>the protocol for the based on the protocol for the based on<br>the protocol for the based on the protocol for the based on<br>the protocol for the based on the protocol for the based on<br>the protocol for the based on the protocol for the based on<br>the protocol for the based on the protocol for the based on<br>the protocol for the based on the protocol for the based on<br>the protocol for the based on the protocol for the based on<br>the protocol for the based on the protocol for the based on<br>the protocol for the based on the protocol for the based on<br>the protocol for the based on the protocol for the based on<br>the protocol for the based on the protocol for the based on the protocol for the based on<br>the protocol for the based on the protocol for the based on the protocol for the the protocol for the based on<br>the protocol for the based on the bas | AMBULANCE:   | (FIRM NAME)  |   |
| <ul> <li>Other accrual plans that meet specified conditions, including PTO plans, may also<br/>satisfy the requirements.</li> </ul>   | Council III   | promote consense because they identify as - or are perceived<br>to identify as - transpender or non-dimary, or because they<br>their level areas on a phill schedule research instant   |  | (FIDM NAME)<br>SHALL BE AS FOLLOWS:  | Marin Antoninan   |
| Usage:  | Sexual Harassment:<br>Notice to   | express that good in increases developing ways.<br>Employment discrimination concour all any time during the<br>him go analyse, site of the second provide the framework of the<br>constant of the second provide the framework of the<br>discrimination, CED recommends that enproves take<br>the second provide the second provide the second provide the<br>provide relative to the second provide the second provide the<br>provide relative to the second provide the second provide the<br>provide relative to the second provide the second provide the<br>provide relative to the second provide the second provide the<br>provide relative to the second provide the second provide the<br>provide relative to the second provide the second provide the<br>provide relative to the second provide the second provide the<br>provide relative to the second provide the second provide the<br>provide relative to the second provide the second provide the<br>provide relative to the second provide the second provide the<br>provide relative to the second provide the second provide the<br>provide relative to the second provide the second provide the<br>provide relative to the second provide the second provide the<br>provide relative to the second provide the second provide the second provide the<br>provide relative to the second provide the second provide the second provide the<br>provide relative to the second provide the second provide the second provide the<br>provide relative to the second provide the second provide the second provide the second provide the<br>provide the second provide t  | FIRE – RESCUE:   |  | Plan  |
| An employee may use paid sick days beginning on the 90th day of employment.   | Employers/Employees   | conditions, or untainly modifying the terms of their<br>employment because of their gender identity or gender<br>expression.  |  |  | Worken' composition inserve   |
| <ul> <li>An employer shall provide paid sick days upon the oral or written request of an<br/>amployee for themselves or a family member for the diagnosis, some or treatment of an</li> </ul>                                     | Employers in California are required to distribute the 'Sexual<br>Harassment Prevention: The Facts about Sexual   |   | HOSPITAL:  | THIS IS IN ACCORDANCE WITH SECTIONS 204, 204A, 204B, 205,  |   |
| employee for themselves or a family member for the diagnosis, care or treatment of an<br>existing health condition or preventive care, or specified purposes for an employee who  | Harassment' document to employees. The document must<br>be distributed; posting does not fulfill the requirement. The<br>document is available at                                       | pender identify or gender expression. For example, an may establish a threas code or prooming policy in accord<br>employer can be liable if co-workers create a hostle work with business nacessaty, all employees must be had to the<br>environment – whether in person or without – for an employer   |  | AND 205.5 OF THE CALIFORNIA LABOR CODE   |   |
| is a victim of domestic violence, sexual assault, or stalking.  | https://calcivilirights.ca.gov/wp-content/uploads/sites/32/<br>2022/12/Sexual-Harassment-Poster_ENG.pdf   | who is unsergively a guinter transmits, an engineer ask an applicant abeet their sea<br>employee because of their gender identity or expression, such<br>as the sea of their gender identity is an interview?   | PHYSICIAN:   |  |   |
| <ul> <li>An employer may limit the use of paid sick days to 40 hours or five days, whichever is<br/>greater, in each year of employment.</li> </ul>   | Employers who do business in California and employ 5 or<br>more part-time or full-time employees must provide at least<br>one hour of training regarding the prevention of sexual       | as interdensity inferring to a growto-nonconforming employee<br>by the wrong processes or harse.<br>So Sees classifies also produce to a spoticartic employees the<br>about of discriminations or harsements in the wesk place?   |  |  | a brailea tidha 100 712-701 i an nas birantio dad adar ar an  |
| Retaliation or discrimination against an employee who requests paid sick days or uses paid  | harassment, including harassment based on gender identity,<br>gender expression, and sexual orientation, to each<br>non-supervisory employee; and two hours of such training to         | employee who asserts their right under the law to be free about why the senses channed their name. Employee   | ALTERNATE:   | ВҮ   | or by calling to 14-the (000) 726-7401. Learn more internation about worker' componention online: www.dex.co.gov and access a work it holder "Worker" Componention in California: A Guidebook for hymrol<br>Workers."   |
| sick days or both is prohibited. An employee can file a complaint with the Labor<br>Commissioner against an employer who retaliates or discriminates against the employee.  | each supervisory employee. All employees must be trained by<br>January 1, 2023. New supervisory employees must be trained   | there descrimination or transmorted. For example, as employer<br>commits unique architecture water interprete the employer<br>making a discrimination comparation. In their aspension,<br>human resources staff, or GBD— you called give in white. Wate to learn mean?  |  |  | False dations and false devision, by preserva due natives crosses to be made up preventing false or<br>muchant retaining and the prevention of the prevention   |
| For additional information you may contact your employer or the local office of the Labor   | within six months of assuming their supervisory position, and<br>new non-supervisory employees must be trained within six<br>months of hire. Employees must be retrained once every two | harma resources shaft or GR - by calling their shifts. Wate to learn new?<br>4. If antiboxych, sharwers, and s leader in consort as some<br>segregation, can employee a chana the one that is next<br>segregation, for them?<br>TO FILE A COMPLAINT   | POLICE:  | TITLE  | C0125   |
| Commissioner. Locate the office by looking at the list of offices on our website<br><u>http://www.dir.ca.gov/dlse/DistrictOffices.htm</u> using the alphabetical listing of cities, locations, and                                | years. Please see Gov. Code 12950.1 and 2 CCR 11024 for<br>further information.<br>FOR MORE INFORMATION:  | No. All enginees have a digit to ask and appropriate<br>reations and back most halfback that in industries that<br>use a relations or is locker noom halfback of the engineer is that invest to an engineer is an extension of the engineer is an extension of the engineer is the end of the   |  |  |   |
| communities. Staff is available in person and by telephone.   | Department of Fair Employment and Housing<br>Toll Free: (800) 884-1684  | solgned at birth. In additor, where possible, no employer<br>should provide an easily accessible, gender-nectral (or<br>"at-emnier"), shold user facility for use ty any employee. The<br>CRD can assist you with your comptaint.   | CAL/OSHA:  | PLEASE POST  | www.ihrsource.com   |
| DLSE Paid Sick Leave Posting 11/2023  | TTY: (800) 700-2320<br>Online: www.dfeh.ca.gov  | ue or idroge stall restores and cher todille soluid always<br>be a matter choice. Engiopse audia erve to fector to<br>see one, se a matter of patry or dae to hanasenvet.   | State of California<br>CAL DSHA<br>Peting is required by Title 3 Section<br>California<br>Department of backetsi<br>California   | State of California<br>Description of the while Beltitions   | 02005 ALLC 800-848-0088   |
| 11/2023   | This Posting is for Informational Purposes Only   | For translations of this guidance, elsit <u>week-calcivitights.cs.com/posters/resulted</u> December 2003  | Perfing is required by Title 1 Section<br>1512 (a). California Code of Regulations March 1900 DOSPhilocations/data per   | Department of Industrial Relations<br>Division of Labor Standards Enforcement (REK. 05-02)   | SP-CA-E   |

These files may not be printed out and posted to meet legal compliance posting requirements. Required posters to meet legal compliance posting requirements are physically posted at all CarMax locations.

ALLC 20250205

Compliance Date January 2025

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