

EOEC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination Is Illegal. The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If 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? Employees and former, including managers and temporary employees. Job applicants and applicants for membership in a union. Most private employers. State and local governments (as employers).

What Types of Employment Discrimination are Illegal? Unlawful employment practices include: Race, sex, color, religion, sex, sexual orientation, gender identity, or national origin. Disability. Age.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS. The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies that do business with the Federal Government.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE. The Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability. The Act covers all federal agencies and contractors.

CALIFORNIA MINIMUM WAGE. Effective January 1, 2024, Minimum Wage: \$16.00 per hour. Effective January 1, 2025, Minimum Wage: \$15.50 per hour.

Table with columns: EFFECTIVE DATE, Employees with 25 or Fewer Employees, Employees with 26 or More Employees. Rows for 2024 and 2025.

EMPLOYERS MUST BE AWARE OF THE PROVISIONS OF THIS ORDER THAT APPLY TO INDIVIDUALS WHO ARE THE PARENT, SPOUSE, OR CHILDREN OF THE EMPLOYEE. This order also applies to individuals who are the parent, spouse, or child of an employee who is a contractor or subcontractor.

FEDERAL MINIMUM WAGE. EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 PER HOUR. BEHIND US! BEGINNING JULY 24, 2009.

UNEMPLOYMENT INSURANCE NOTICE TO EMPLOYEES. This employer is registered with the Employment Development Department (EDD) as required by the California Unemployment Insurance Code.

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.

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CALIFORNIA & FEDERAL LABOR LAW POSTER

YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE

IF YOU ARE PREGNANT, HAVE A PREGNANCY-RELATED MEDICAL CONDITION, OR ARE RECOVERING FROM CHILD BIRTH, PLEASE READ THIS NOTICE. YOUR EMPLOYER HAS AN OBLIGATION TO reasonably accommodate your pregnancy-related medical condition, or to provide you with a safe job.

FOR FREQUENCY DISABILITY LEAVE. If you are unable to work for a significant period of time due to a pregnancy-related medical condition, you may be eligible for Family Care & Medical Leave and Pregnancy Disability Leave.

FAMILY CARE & MEDICAL LEAVE AND PREGNANCY DISABILITY LEAVE. Under California law, an employee may have the right to take job-protected leave for care for their own serious health condition or a family member who has a serious health condition.

TRANSFERRING RIGHTS IN THE WORKPLACE. The rights of employees who are transgender or gender nonconforming are protected under California law.

THE RIGHTS OF EMPLOYEES WHO ARE TRANSFERRING OR GENDER NONCONFORMING. CALIFORNIA LAW PROTECTS TRANSFERRING AND GENDER NONCONFORMING PEOPLE FROM DISCRIMINATION, HARASSMENT, AND RETALIATION AT WORK.

NOTICE TO EMPLOYEES UNEMPLOYMENT INSURANCE BENEFITS. This employer is registered with the Employment Development Department (EDD) as required by the California Unemployment Insurance Code.

ACCESS TO MEDICAL AND EXPOSURE RECORDS. BY CALIFORNIA REGULATION - GENERAL INDUSTRY SAFETY ORDER 3204 - YOU HAVE THE RIGHT TO SEE AND COPY: your medical records and records of exposure to toxic substances or harmful physical agents.

EMERGENCY INFORMATION. AMBULANCE: FIRE - RESCUE: HOSPITAL: POLICE: ALTERNATE: CAL/OSHA: Posting is required by Title 8 Section 3152 (c), California Code of Regulations.

TIME OFF TO VOTE. If you are scheduled to vote on a day during that time you do not have sufficient time to vote during your workday, you may be eligible for time off to vote.

PAYDAY NOTICE. STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS - DIVISION OF LABOR STANDARDS ENFORCEMENT. REGULAR PAY DAYS FOR EMPLOYEES OF:

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PAID SICK LEAVE. The Division of Labor Standards Enforcement - Office of the Labor Commissioner. HEALTHY WORKERS/HEALTHY FAMILIES ACT OF 2014 - PAID SICK LEAVE (as amended effective 1/1/2024).

WITHHOLDING STATUS. YOU MAY NEED TO CHECK YOUR WITHHOLDING. Since you filed your Form W-4 with your employer, you may need to check your withholding status.

FMLA - FAMILY AND MEDICAL LEAVE. What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with up to 12 weeks of unpaid, job-protected leave per year.

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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 Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

REEMPLOYMENT RIGHTS. You have the right to be reemployed in your civilian job if you leave your uniformed services to perform military service. You also have the right to be reemployed in your civilian job if you leave your uniformed services to perform military service.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION. You are prohibited from being discriminated against or retaliated against because of your military service. This includes discrimination in hiring, promotion, or other terms and conditions of employment.

ADDITIONAL LEAVE UNDER THE CALIFORNIA FAMILY RIGHTS ACT (CFRA). If you are a parent, you may be eligible for CFRA leave to care for your child. CFRA leave is available for up to 12 weeks of leave per year.

TO FILE A COMPLAINT. If you believe you have been discriminated against or retaliated against because of your military service, you may file a complaint with the Department of Justice, Office of Special Counsel.

DISCRIMINATION. The California Civil Rights Department (CRD) enforces laws that protect you from illegal discrimination and harassment in employment based on your actual or perceived: AGE AND ABOVE, ANCESTRY, COLOR, CIVIL RIGHTS, DISABILITY, GENDER IDENTITY, GENETIC INFORMATION, GENDER EXPRESSION, REPRODUCTIVE HEALTH DECISION, SEX/GENDER, SEXUAL ORIENTATION.

THE CALIFORNIA FAIR EMPLOYMENT AND HOUSING ACT AND ITS IMPLEMENTING REGULATIONS PROTECT CIVIL RIGHTS AT WORK. 1. The law prohibits harassment of employees, applicants, unpaid interns, volunteers, and independent contractors by any person. This includes a prohibition against harassment based on any characteristic protected by the law.

DISCRIMINATION. If you believe you have been discriminated against or retaliated against because of your military service, you may file a complaint with the Department of Justice, Office of Special Counsel.

WORKERS' COMPENSATION. Notice to Employees - Injuries Caused by Work. 1. Report Your Injury. Report the injury immediately to your supervisor or to an employee representative. Don't delay. There are time limits. If you wait too long, you may lose your right to workers' compensation benefits.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 2. Report Your Injury. Report the injury immediately to your supervisor or to an employee representative.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 3. See Your Primary Treating Physician (PTP). This is the doctor with overall responsibility for your medical care.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 4. Medical Care. Doctor visits, hospital services, physical therapy, lab tests, X-rays, medicines, medical supplies, prosthetics, and travel costs that are reasonable in price to treat your injury should never see a bill.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 5. Permanent Disability (PD) Benefits. Payments if you do not recover completely and you are unable to return to your job or to a job that is substantially similar to your job.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 6. Supplemental Job Displacement Benefits. A nontransferable voucher if you are injured or disabled for more than 90 days and you are not returning to your job or to a job that is substantially similar to your job.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 7. Death Benefits. Paid to your dependents if you die from a work-related injury or illness.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 8. Medical Care. Doctor visits, hospital services, physical therapy, lab tests, X-rays, medicines, medical supplies, prosthetics, and travel costs that are reasonable in price to treat your injury should never see a bill.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 9. Permanent Disability (PD) Benefits. Payments if you do not recover completely and you are unable to return to your job or to a job that is substantially similar to your job.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 10. Supplemental Job Displacement Benefits. A nontransferable voucher if you are injured or disabled for more than 90 days and you are not returning to your job or to a job that is substantially similar to your job.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 11. Death Benefits. Paid to your dependents if you die from a work-related injury or illness.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 12. Medical Care. Doctor visits, hospital services, physical therapy, lab tests, X-rays, medicines, medical supplies, prosthetics, and travel costs that are reasonable in price to treat your injury should never see a bill.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 13. Permanent Disability (PD) Benefits. Payments if you do not recover completely and you are unable to return to your job or to a job that is substantially similar to your job.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 14. Supplemental Job Displacement Benefits. A nontransferable voucher if you are injured or disabled for more than 90 days and you are not returning to your job or to a job that is substantially similar to your job.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 15. Death Benefits. Paid to your dependents if you die from a work-related injury or illness.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 16. Medical Care. Doctor visits, hospital services, physical therapy, lab tests, X-rays, medicines, medical supplies, prosthetics, and travel costs that are reasonable in price to treat your injury should never see a bill.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 17. Permanent Disability (PD) Benefits. Payments if you do not recover completely and you are unable to return to your job or to a job that is substantially similar to your job.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 18. Supplemental Job Displacement Benefits. A nontransferable voucher if you are injured or disabled for more than 90 days and you are not returning to your job or to a job that is substantially similar to your job.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 19. Death Benefits. Paid to your dependents if you die from a work-related injury or illness.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 20. Medical Care. Doctor visits, hospital services, physical therapy, lab tests, X-rays, medicines, medical supplies, prosthetics, and travel costs that are reasonable in price to treat your injury should never see a bill.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 21. Permanent Disability (PD) Benefits. Payments if you do not recover completely and you are unable to return to your job or to a job that is substantially similar to your job.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 22. Supplemental Job Displacement Benefits. A nontransferable voucher if you are injured or disabled for more than 90 days and you are not returning to your job or to a job that is substantially similar to your job.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 23. Death Benefits. Paid to your dependents if you die from a work-related injury or illness.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS' Division of Workers' Compensation. Notice to Employees - Injuries Caused by Work. 24. Medical Care. Doctor visits, hospital services, physical therapy, lab tests, X-rays, medicines, medical supplies, prosthetics, and travel costs that are reasonable in price to treat your injury should never see a bill.