

SAFETY AND HEALTH PROTECTION ON THE JOB CAL OSHA. California law provides workplace safety and health protection for workers through regulation enforced by the Division of Occupational Safety and Health (Cal/OSHA).

California Minimum Wage PLEASE POST NEXT TO YOUR WIG OR INDUSTRY OCCUPATION ORDER. OFFICIAL NOTICE - California Minimum Wage MW 2026. Effective January 1, 2026, Minimum Wage \$16.90 per hour.

Who is protected? Pursuant to California Labor Code Section 1102.5, employees are the protected class of individuals. 'Employee' means any person employed by an employer, private or public.

Violations, Penalties and What to do if you are investigated. Cal/OSHA will investigate a complaint if you report a violation of the California Occupational Safety and Health Act.

Federal Minimum Wage. The minimum wage for most workers is \$7.25 per hour. The minimum wage for tipped employees is \$2.13 per hour.

What protections are afforded to whistleblowers? 1. An employer may not make, adopt, or enforce any rule, regulation, or policy preventing an employee from being a whistleblower.

OSHA Job Safety and Health IT'S THE LAW! All workers have the right to: a safe workplace, raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness without being retaliated against.

Family Medical Leave Act. The FMLA allows eligible employees to take unpaid, job-protected leave for specified family and medical reasons.

Pregnant Workers Fairness Act (PWFA). The PWFA requires employers to provide reasonable accommodations to pregnant workers.

Sexual Harassment. Sexual harassment is a form of discrimination based on sex. It includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Workers' Compensation. Workers' compensation provides benefits to employees who are injured or become disabled as a result of a work-related injury or illness.

Unemployment Insurance (UI, DI, & PFL). Unemployment insurance provides temporary financial assistance to workers who are unemployed through no fault of their own.

Time Off For Voting. Employees are entitled to time off to vote in state or federal elections. The amount of time off varies by state.

Transgender Rights In The Workplace. Transgender employees have the same rights and protections as other employees in the workplace.

Discrimination and Harassment. Discrimination and harassment are prohibited under federal, state, and local laws. Employees who experience discrimination or harassment should report it to their employer or a government agency.

Paid Sick Leave/Healthy Families Act. The Healthy Families Act requires employers to provide paid sick leave to their employees.

Payday Notice. Employers must provide employees with a written notice of their payday at least 10 business days before the payday.

Survivors Right to Time Off. Survivors of a workplace fatality or injury are entitled to time off to attend to funeral arrangements and other matters.

State & Federal Poster. For all your Labor Law Poster Compliance Solutions. State of California, Department of Industrial Relations.

Withholding Allowance. Employers must withhold federal income tax from an employee's wages if the employee has a withholding allowance.

CA Workplace - Know Your Rights. California workers have many rights, including the right to a safe workplace, the right to organize, and the right to a fair wage.