

PROB - EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW
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PRIVATE EMPLOYERS, STATE AND LOCAL GOVERNMENTS, EDUCATIONAL INSTITUTIONS, EMPLOYMENT AGENCIES AND LABOR ORGANIZATIONS

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS
APPLICANTS TO FEDERAL GOVERNMENT CONTRACTS OR SUBCONTRACTS ARE PROTECTED UNDER FEDERAL LAW FROM DISCRIMINATION ON THE FOLLOWING BASIS:

Table with 3 columns: Effective Date, Minimum Wage, and Overtime Rate. Rows for 2021 and 2022 for various employee categories.

EMPLOYERS TREATED AS EMPLOYED BY A SINGLE QUALIFIED TAXPAYER PURSUANT TO REVENUE RULING 2013-17
EMPLOYERS TREATED AS EMPLOYERS OF A SINGLE TAXPAYER: TO EMPLOYERS AND REPRESENTATIVES OF PERSONS WORKING IN INDUSTRIES AND OCCUPATIONS IN THE STATE OF CALIFORNIA

MEALS AND LODGING CREDITS - TABLE When credit for meals or lodging is used to meet part of the employer's minimum wage obligation, the amounts so credited pursuant to this written agreement may not be more than the following:

Table with 4 columns: Lodging, Meal, and Lodging & Meal. Rows for different employee categories and meal/lodging amounts.

MEALS OR LODGING MAY NOT BE CREDITED AGAINST THE MINIMUM WAGE WITHOUT A WRITTEN AGREEMENT BETWEEN THE EMPLOYER AND THE EMPLOYEE

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT
THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

LEAVE ENTITLEMENTS: Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave per year for the following reasons:

EMPLOYMENT INSURANCE
NOTICE TO EMPLOYEES
EMPLOYER IS REGISTERED WITH THE EMPLOYMENT DEVELOPMENT DEPARTMENT (EDD) AS REQUIRED BY THE CALIFORNIA UNEMPLOYMENT INSURANCE CODE

WHISTLEBLOWER PROTECTION ACT
A whistleblower is an employee who discloses information to a 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 a testify before a public body conducting an investigation, hearing or inquiry, when they have reason to believe their employer is violating a state or federal statute, or violating or not complying with a local, state or federal rule or regulation.

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 a testify before a public body conducting an investigation, hearing or inquiry, when they have reason to believe their employer is violating a state or federal statute, or violating or not complying with a local, state or federal rule or regulation.

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CALIFORNIA & FEDERAL LABOR LAW POSTER

YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE

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REASONABLE ACCOMMODATION: You have the right to request a reasonable accommodation for your pregnancy, childbirth, or related condition. Your employer must provide a reasonable accommodation unless it would cause undue hardship to the employer.

ADDITIONAL LEAVE UNDER THE CALIFORNIA FAMILY RIGHTS ACT (CFRA)
If you have more than 12 months of service with your employer, you are entitled to 12 weeks of unpaid leave for the birth, adoption, or foster care placement of a child.

FILE A COMPLAINT
If you have been subjected to discrimination, harassment, or retaliation based on pregnancy, childbirth, or related condition, you may file a complaint with the Department of Fair Employment and Housing (DFEH).

FAMILY CARE & MEDICAL LEAVE & PREGNANCY DISABILITY LEAVE

FAMILY CARE & MEDICAL LEAVE & PREGNANCY DISABILITY LEAVE
PREGNANT EMPLOYEES ARE ENTITLED TO TAKE UP TO 12 WEEKS OF UNPAID, JOB-PROTECTED LEAVE PER YEAR FOR THE FOLLOWING REASONS:

TRANSFERRING RIGHTS INTO THE WORKPLACE
TRANSFERRING RIGHTS INTO THE WORKPLACE
WHAT DOES "TRANSFERRING RIGHTS" MEAN? This means that if you are unable to work during your pregnancy, childbirth, or related condition, your employer must transfer you to a different position or location that is safe and suitable for you.

ACCESS TO MEDICAL AND EXPOSURE RECORDS
BY CAL/OSHA 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.

WIDELING STATUS
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EMPLOYERS ARE REQUIRED TO MAINTAIN RECORDS OF EMPLOYMENT STATUS FOR ALL EMPLOYEES.

EMPLOYEE POLYGRAPH PROTECTION ACT
THE EMPLOYEE POLYGRAPH PROTECTION ACT PROHIBITS MOST PRIVATE EMPLOYERS FROM USING LIE DETECTOR TESTS EITHER FOR EMPLOYMENT SCREENING OR DURING THE COURSE OF EMPLOYMENT.

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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 Military Service. 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 that job to perform service in the uniformed services or military service.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION
If you are a past or present member of the uniformed services, you have the right to be free from discrimination and retaliation based on your military service.

DISCRIMINATION
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EMPLOYERS ARE PROHIBITED FROM DISCRIMINATING AGAINST EMPLOYEES BASED ON THEIR MILITARY SERVICE.

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