

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

California Minimum Wage. Amends General Minimum Wage Order and IWC Industry and Occupation Orders. Effective January 1, 2025, minimum wage will be \$16.00 per hour for most workers.

Whistleblowers' Protection. 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...

Call the FREE Worker Information Helpline - (833) 573-0257. DIVISION OF OCCUPATIONAL SAFETY AND HEALTH (Cal/OSHA). HEADQUARTERS: 1515 Clay Street, Oakland, CA 94612.

Family Medical Leave Act. How do I request FMLA leave? You must request FMLA leave from your employer. You must give your employer 30 days before you need FMLA leave.

What is a whistleblower? A 'whistleblower' is an employee who discloses information to a government or law enforcement agency, person with authority over the employee, or to another employee with authority to investigate, discover, or correct the violation or noncompliance...

Federal Minimum Wage. EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. The law requires employers to pay their employees at least \$7.25 PER HOUR BEGINNING JULY 24, 2009.

USERRA. YOUR RIGHTS UNDER THE UNITED STATES GOVERNMENT EMPLOYERS REEMPLOYMENT REINSTATEMENT ACT. USERRA protects the rights of individuals who voluntarily or involuntarily leave employment positions to undertake military or certain types of service in the National Disaster Medical Service...

Your Rights and Obligations as a Pregnant Employee. IF YOU ARE PREGNANT, HAVE A PREGNANCY-RELATED MEDICAL CONDITION, OR ARE BREASTFEEDING YOUR CHILD, PLEASE READ THIS NOTICE. Your EMPLOYER HAS AN OBLIGATION TO reasonably accommodate your medical needs related to pregnancy, childbirth, or related conditions...

Pregnant Workers Fairness Act (PWFA). The Pregnant Workers Fairness Act (PWFA) is a federal law that requires covered employers to provide 'reasonable accommodation' to a qualified worker's known limitations related to pregnancy, childbirth, or related medical conditions...

Family Care and Medical Leave (FMLA). Family Care and Medical Leave (FMLA) is a federal law that provides eligible employees with up to 12 weeks of unpaid, job-protected leave per year for specified family and medical reasons.

Disability Insurance and Paid Family Leave. Your employer is registered with and reporting wages to the Employment Development Department (EDD) as required by law. Your wages are used for the following benefit programs, which are:

Equal Employment Opportunity. EMPLOYER HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS. The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the Equal Opportunity (EO) laws for federal contractors.

Workers' Compensation. mpw website... The City of Sacramento does not have an established Medical Provider Network. Workers' compensation benefits include: Medical Care, Doctor visits, hospital services, physical therapy, lost wages, and more.

Disability Insurance and Paid Family Leave. Your employer must provide a copy of the California Paid Family Leave (DE 251F) brochure to each newly hired employee. Your employer must also provide you with a copy of the California Disability Insurance (DI) brochure.

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.

Transgender Rights in the Workplace. THE RIGHTS OF EMPLOYEES WHO ARE TRANSGENDER OR GENDER NONCONFORMING. This document outlines the rights of transgender and gender nonconforming employees in the workplace.

Unemployment Insurance Benefits. NOTICE TO EMPLOYERS. UNEMPLOYMENT INSURANCE BENEFITS. Unemployed workers who are eligible for unemployment insurance benefits may be required to accept a job offer.

Emergency Notice. AMBULANCE: 911. FIRE/RESCUE: It is not an emergency call. HOSPITAL: 911. POLICE: It is not an emergency call. HAZARDOUS MATERIAL: State of California, Department of Industrial Relations.

Withholding Allowance. EMPLOYER'S OBLIGATIONS FOR THE EMPLOYEE'S WITHHOLDING ALLOWANCE CERTIFICATE (DE 41). This document explains the employer's obligations for withholding taxes from an employee's wages.

Discrimination and Harassment. THE CALIFORNIA CIVIL RIGHTS ACT (CCRA) enforces laws that protect you from illegal discrimination and harassment. This document provides information on how to file a complaint.