

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

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits most employers from using lie detector tests either for pre-employment screening or during the course of employment.

FED 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.

Table with 10 columns: EFFECTIVE DATE, EMPLOYERS WITH 25 OR FEWER EMPLOYEES, EMPLOYERS WITH 26 OR MORE EMPLOYEES. Rows for 2020, 2021, 2022, 2023.

FED EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW All of these federal laws prohibit covered entities from discriminating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise assists in an equal employment practice.

FED YOUR RIGHTS UNDER USERRA (continued) If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or in some cases, a comparable job.

CA OFFICIAL NOTICE California Minimum Wage M-W-2021 Employees with 25 or Fewer Employees: \$13.00, \$14.00, \$15.00. Employees with 26 or More Employees: \$14.00, \$15.00.

FED Equal Employment Opportunity Is the Law (continued) What do you believe discrimination has occurred? There are strict time limits for filing charges of employment discrimination.

FED EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT LEAVE ENTITLEMENTS Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

CA DEPH Department of Fair Employment and Housing YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE To make appropriate provisions, sufficient notice must be given to the employer to allow for the necessary accommodations.

FED HEALTHY WORKPLACES/HEALTHY FAMILIES ACT OF 2014 PAID SICK LEAVE An employer who, on or after July 1, 2015, works for 30 or more days within a year from the beginning of employment is entitled to paid sick leave.

CA DEPH Department of Industrial Relations Division of Workers' Compensation Notice to Employers - Injuries Caused by Work or Compensation An employer who is notified of a workers' compensation claim must take certain steps to ensure the claim is properly processed.

CA DEPH Department of Fair Employment and Housing TO FILE A COMPLAINT What does "transgendered" mean? Transgendered is a term used to describe people whose gender identity or expression differs from the sex assigned to them at birth.

CA DEPH Department of Fair Employment and Housing CALIFORNIA LAW PROHIBITS WORKPLACE DISCRIMINATION AND HARASSMENT THE MISSION OF THE DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING IS TO PROTECT THE PEOPLE OF CALIFORNIA FROM EMPLOYMENT DISCRIMINATION AND HARASSMENT.

CA DEPH Department of Industrial Relations Division of Labor Standards Enforcement Payday Notice REGULAR PAYDAYS FOR EMPLOYEES OF (FIRM NAME) SHALL BE AS FOLLOWS:

CA DEPH Department of Fair Employment and Housing TRANSGENDER RIGHTS IN THE WORKPLACE WHAT DOES "TRANSGENDERED" MEAN? Transgendered is a term used to describe people whose gender identity or expression differs from the sex assigned to them at birth.

CA DEPH Department of Fair Employment and Housing FAMILY CARE & MEDICAL LEAVE & PREGNANCY DISABILITY LEAVE THE MISSION OF THE DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING IS TO PROTECT THE PEOPLE OF CALIFORNIA FROM EMPLOYMENT DISCRIMINATION AND HARASSMENT.

CA DEPH Department of Industrial Relations - CAL/OSHA Safety and Health Protection on the Job CALIFORNIA LAW PROVIDES WORKPLACE SAFETY AND HEALTH PROTECTION FOR WORKERS THROUGH REGULATIONS enforced by the Division of Occupational Safety and Health (CAL/OSHA).

CA Employment Development Department Notice to Employers: This employer is registered with the Employment Development Department (EDD) as required by the California Unemployment Insurance Code.

CA 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.

CA Employment Development Department NOTICE TO EMPLOYEES UNEMPLOYMENT INSURANCE BENEFITS After making your claim on a public or nonprofit educational institution, you are eligible to receive unemployment insurance benefits.

CA WHISTLEBLOWERS ARE PROTECTED (continued) 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.

CA Employment Development Department NOTICE TO EMPLOYEES UNEMPLOYMENT INSURANCE BENEFITS (continued) The fastest way to file for Unemployment Insurance (UI) is with UI Online at www.edd.ca.gov/UI Online.

CA WHISTLEBLOWERS ARE PROTECTED (continued) How to report improper acts If you have information regarding possible violations of state or federal statutes, rules, or regulations, or violations of fiduciary responsibility by a corporation or limited liability company to its shareholders, investors, or officers, call the California State Attorney General's Whistleblower Hotline at 1-800-952-5225.