

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.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.



This poster is available free from OSHA. Contact OSHA. We can help. 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

Sexual harassment is a form of discrimination... Civil Remedies:
- Retaliation
- Back pay or promotion
- Damages
- The policies or practices of the employer

EMPLOYER RESPONSIBILITY & LIABILITY
- Employers are responsible for preventing sexual harassment...
- Employers must take prompt and effective corrective action...

ACCESS TO MEDICAL AND EXPOSURE RECORDS
- BY CAL/OSHA REGULATION
- GENERAL INDUSTRY SAFETY ORDER 3204
- YOU HAVE THE RIGHT TO SEE AND COPY:

These records are available at:
- FROM:
- A COPY OF THE GENERAL INDUSTRY SAFETY ORDER 3204 IS AVAILABLE FROM:
- The above information satisfies the requirements of 800292, which may be fulfilled by posting this placard in the workplace, or by any similar method the employer chooses.

CIVIL REMEDIES
- Retaliation
- Back pay or promotion
- Damages
- The policies or practices of the employer

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YOUR RIGHTS UNDER USERRA AND REEMPLOYMENT RIGHTS ACT
- USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military or naval service...

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CALIFORNIA LAW PROHIBITS WORKPLACE DISCRIMINATION & HARASSMENT
- The California Department of Fair Employment and Housing (DFEH) enforces laws that protect you from illegal discrimination and harassment in employment based on your actual or perceived:
 - ANCESTRY
 - AGE
 - COLOR
 - GENDER
 - GENETIC INFORMATION
 - GENDER IDENTITY, GENDER EXPRESSION
 - MARITAL STATUS
 - MEDICAL CONDITION (including genetic information)
 - NATIONAL ORIGIN
 - MILITARY OR VETERAN STATUS
 - PREGNANCY, CHILD BIRTH, PARENTAL STATUS
 - RELIGION
 - SEX
 - SEXUAL ORIENTATION

SAFETY AND HEALTH PROTECTION ON THE JOB
- What an employer must do:
 - Provide a safe workplace
 - Inform employees of hazards
 - Train employees
 - Provide personal protective equipment
 - Investigate and correct unsafe conditions

WHISTLEBLOWERS ARE PROTECTED
- The Division of Labor Standards Enforcement believes that the sample posting below meets the requirements of Labor Code Section 1102.8(a). This document must be printed to 8.5 x 14 inch paper with margins no larger than one-half inch in order to conform to the statutory requirement that the lettering be larger than size 14 point type.

Notice to Employees - Injuries Caused by Work
- This notice is required by the California Labor Code Section 1102.8(a). It must be posted in the workplace and must be printed to 8.5 x 14 inch paper with margins no larger than one-half inch in order to conform to the statutory requirement that the lettering be larger than size 14 point type.

THE CALIFORNIA FAIR EMPLOYMENT AND HOUSING ACT (GOVERNMENT CODE SECTIONS 12900 THROUGH 12960) AND ITS IMPLEMENTING REGULATIONS (CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTIONS 11000 THROUGH 11141)
- This document contains the text of the California Fair Employment and Housing Act and its implementing regulations. It is intended to provide a comprehensive overview of the law and its implementation.

California Minimum Wage
- EFFECTIVE DATE:
- January 1, 2021: \$13.00
- January 1, 2022: \$14.00
- January 1, 2023: \$15.00
- PREVIOUS YEAR:
- January 1, 2020: \$12.00
- January 1, 2019: \$11.00

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
- FEDERAL MINIMUM WAGE: \$7.25 PER HOUR
- BEGINNING JULY 24, 2009
- The law requires employers to display this poster where employees can readily see it.

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT
- THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION
- This document provides information about the Family and Medical Leave Act (FMLA), including the rights of employees and the responsibilities of employers.

NOTICE TO EMPLOYERS REGARDING EMPLOYEE TIME OFF FOR VOTING
- State law requires employers to provide time off for voting to employees who are registered voters. This notice explains the requirements and provides a sample notice for employers to use.

Equal Employment Opportunity is THE LAW
- This poster explains the Equal Employment Opportunity Act and the Civil Rights Act of 1964. It outlines the rights of employees and the responsibilities of employers regarding discrimination in the workplace.

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
- FEDERAL MINIMUM WAGE: \$7.25 PER HOUR
- BEGINNING JULY 24, 2009
- This poster provides information about the Fair Labor Standards Act (FLSA), including the minimum wage, overtime pay, and child labor laws.

NOTICE TO EMPLOYERS EMPLOYMENT INFORMATION BENEFITS
- This notice provides information about the Employment Information Act (EIOA) and the benefits provided to employees under the act. It includes information about the right to receive information about the company's financial condition and other information.

FAMILY CARE & MEDICAL LEAVE & PREGNANCY DISABILITY LEAVE
- This document provides information about the Family Care and Medical Leave Act (FCMLA) and the Pregnancy Disability Leave Act (PDLA). It outlines the rights of employees and the responsibilities of employers regarding family care and medical leave.

TRANSFERRING RIGHTS IN THE WORKPLACE
- This document provides information about the process of transferring rights in the workplace. It includes information about the rights of employees and the responsibilities of employers regarding the transfer of rights.

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