

POSTER COMPLIANCE DATE 01/2022

**Minimum Wage** Department of Industrial Relations

**OFFICIAL NOTICE California Minimum Wage MW-2022**

EFFECTIVE DATE	Employees with 25 or Fewer Employees*	Employees with 26 or More Employees*
January 1, 2022	\$14.00	\$15.00
January 1, 2023	\$15.00	\$15.00

**PREVIOUS YEAR**

January 1, 2021	\$13.00	\$14.00
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**SUMMARY OF ACTIONS**

**DEPARTMENT OF INDUSTRIAL RELATIONS**

**APPLICABILITY**

**MINIMUM WAGES**

**HEALTH AND LOGGING CREDITS - TABLE**

**Workers' Comp.** Department of Industrial Relations - Division of Workers' Compensation

**Notice of Workers' Compensation - Injuries Caused by Work**

**MPN BENEFITS:**

- Medical Care
- Temporary Disability (TD) Benefits
- Permanent Disability (PD) Benefits
- Supplemental Job Displacement Benefits
- Death Benefits

**What you need to do:**

- Get Medical Care
- Report Your Injury
- See Your Primary Treatment Physician (PTP)

**CLASS ADMINISTRATION**

**What you can get:**

**What an EMPLOYER MUST NEVER DO:**

**EMPLOYERS HAVE CERTAIN WORKPLACE SAFETY & HEALTH RIGHTS:**

**Department of Industrial Relations - CAL/OSHA**

**SAFETY AND HEALTH PROTECTION ON THE JOB**

**SPECIAL RULES APPLY FOR WORK AROUND HAZARDOUS SUBSTANCES:**

**WHAT AN EMPLOYER MUST DO:**

**WHEN CAL/OSHA COMES TO THE WORKPLACE:**

**VIOLATIONS, CITATIONS, AND PENALTIES:**

**HELP IS AVAILABLE:**

**WHISTLEBLOWERS ARE PROTECTED**

**Who is protected?**

**What is a whistleblower?**

**What protections are afforded to whistleblowers?**

**NOTE:** This state has its own minimum wage law. Employees are also required to display the Federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor directs that employees receive the higher minimum wage.

**Division of Labor Standards Enforcement, Office of the Labor Commissioner**

**THIS POSTER MUST BE DISPLAYED WHERE EMPLOYEES CAN EASILY READ IT**

**HEALTHY WORKERS/HEALTHY FAMILIES ACT OF 2014**

**PAID SICK LEAVE**

**Entitlement:**

**Use:**

**Retaliation or discrimination against an employee who requests paid sick days or uses paid sick days is prohibited.**

**Call the FREE Worker Information Helpline - (866) 924-9757**

**DIVISION OF OCCUPATIONAL SAFETY AND HEALTH (CAL/OSHA)**

**District Offices**

**Field / Area Offices**

**WHISTLEBLOWERS ARE PROTECTED**

**Who is protected?**

**What is a whistleblower?**

**What protections are afforded to whistleblowers?**

**Pregnancy Rights** DEFH Department of Fair Employment and Housing

**Your Rights and Obligations as a Pregnant Employee**

**YOUR EMPLOYER\* HAS AN OBLIGATION TO:**

**FOR PREGNANCY DISABILITY LEAVE:**

**FOR PREGNANCY DISABILITY LEAVE:**

**NOTICE OBLIGATIONS AS AN EMPLOYEE:**

**UNEMPLOYMENT INS.**

**DEFH** The Department of Fair Employment and Housing

**FAMILY CARE & MEDICAL LEAVE & PREGNANCY DISABILITY LEAVE**

**TO FILE A COMPLAINT**

**UI, DI, PFL** Employment Development Department

**Notice to Employees:**

**UI - Unemployment Insurance**

**How to File a New PFL Claim**

**DI - Disability Insurance**

**How to File a New PFL Claim**

**Payday**

**TO FILE A COMPLAINT**

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**DEFH** THE DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

**CALIFORNIA LAW PROHIBITS WORKPLACE DISCRIMINATION & HARASSMENT**

**THE MESSAGE OF THE DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING IS TO PROTECT THE PEOPLE OF CALIFORNIA FROM UNLAWFUL DISCRIMINATION IN EMPLOYMENT, HOUSING AND PUBLIC ACCOMMODATIONS. AND FROM THE PERPETRATION OF ACTS OF HATE VIOLENCE AND HUMAN TRAFFICKING.**

**DEFEAT DISCRIMINATION AND HARASSMENT IN EMPLOYMENT BASED ON YOUR ACTUAL OR PERCEIVED:**

- ANCESTRY
- AGE (40 and above)
- COLOR
- DISABILITY
- GENETIC INFORMATION
- GENDER IDENTITY, GENDER EXPRESSION
- MILITARY OR VETERAN STATUS
- NATIONAL ORIGIN
- RACE
- SEX
- SEXUAL ORIENTATION

**Emergency** Department of Industrial Relations - CAL/OSHA

**EMERGENCY**

**REGULAR PAYMENTS FOR EMPLOYEES OF**

**SHALL BE AS FOLLOWS:**

**DI - Disability Insurance**

**How to File a New PFL Claim**

**Payday**

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**Transgender Rights** DEFH The Department of Fair Employment and Housing

**TRANSFENDER RIGHTS IN THE WORKPLACE**

**What are the obligations of employers when it comes to bathrooms, showers, and locker rooms?**

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