

ATTENTION CALIFORNIA EMPLOYERS

Our goal as your **RELIABLE** labor law poster company is to ensure that you are always in compliance! We would like to make you aware that there may be **other requirements** that your company is subject to in addition to posting your labor law posters in a conspicuous location:

As of July 2021, per **SB-657** any information that an employer is required to post (including labor law notices) may also be sent to employees by email with the document(s) attached. Employers should note that this does not change the employer's obligation to physically post any required notice(s).

ALL EMPLOYERS MUST OBTAIN AND POST AN INDUSTRY WAGE ORDER FROM THE CALIFORNIA INDUSTRIAL WELFARE COMMISSION (IWC), in addition to the Minimum Wage notice on your California poster. The IWC Wage Orders regulate wages, hours, and working conditions for **each industry**. To help you determine which wage order applies to your business, go to the following link: <http://www.dir.ca.gov/dlse/WhichIWCOrderClassifications.PDF>

Poster Compliance Center now offers **free wage orders** for the State of California. Go to the following link to download a PDF of the wage order that applies to your business: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

As required by the Department of Fair Employment and Housing, you must distribute either the **Sexual Harassment** brochure or poster to employees to meet legal requirements. You are not required to display the **Sexual Harassment** poster.

You must post the required **Notice of Compensation Carrier** poster that you received from your **Workers' Compensation** carrier when you complied with the coverage requirements. If you no longer have this poster, you can obtain another copy from your insurance carrier.

The Paid Sick Leave Law (Healthy Workplaces/Healthy Families Act of 2014) on your state poster includes a notice requirement in addition to the posting requirement. Employers must meet this notice requirement by providing employees with the **Wage Theft Notice** (called Notice to Employee Section 2810.5) revision 11-14, which includes new information about the Paid Sick Leave Law effective Jan. 1, 2015. The **Wage Theft Notice** is available on our California HR Forms for New Hires. Please visit our website to order: <https://www.postercompliance.com/labor-law-posters/hr-forms-for-new-hires/>

All employers must post the appropriate notice regarding Unemployment Insurance. You should have received the appropriate notice to post when you registered with EDD, based on which coverage(s) you are subject to. Our poster includes the general required **Notice to Employees** (DE 1857A), which covers Unemployment Insurance, State Disability Insurance, and Family Leave.

Some employers who are only subject to Unemployment Insurance (and not the other benefits) may need to post a different notice ("Notice to Employees" DE 1857D). If this applies to you, the notice can be obtained by calling **(800) 300-5616**. It may also be downloaded from the following website: <https://forms.edd.ca.gov/forms>.

Employers with 5 or more employees must post the **Your Rights and Obligations as a Pregnant Employee** notice. In addition, a copy of the notice must be provided to employees after it is known that the employee is pregnant or is planning on using pregnancy disability, transfer, or reasonable accommodation leave. The notice is included on the enclosed California state poster as a convenience for our customers.

The following industries are required to post **Human Trafficking notices**: On-sale general public premises licensees under the Alcoholic Beverage Control Act (Division 9 (commencing with Section 23000) of the Business and Professions Code), Adult or sexually oriented businesses, as defined in subdivision (a) of Section 318.5 of the Penal Code, Primary airports, as defined in Section 47102(16) of Title 49 of the United States Code, Intercity passenger rail or light rail stations, Bus stations, Truck stops. For purposes of this section, "truck stop" means a privately owned and operated facility that provides food, fuel, shower or other sanitary facilities, and lawful overnight truck parking, Emergency rooms within general acute care hospitals, Urgent care centers, Farm labor contractors, as defined in subdivision (b) of Section 1682 of the Labor Code, Privately operated job recruitment centers, Roadside rest areas, Businesses or establishments that offer massage or bodywork services for compensation and are not described in paragraph (1) of subdivision (b) of Section 4612 of the Business and Professions Code, Hotels, motels, and bed and breakfast inns, as defined in subdivision (b) of Section 24045.12 of the Business and Professions Code, not including personal residences. Go to our Free Specialty Posters page at the following address to download the California Human Trafficking notice: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>



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- Obtain No Smoking/Smoking signs.** Under the California Smoke-Free Workplace Law, signage must be posted designating where smoking is prohibited or permitted in a place of employment (CA Labor Code section 6404.5c.1). This law is enforced by local law enforcement agencies. You can download a No Smoking or Vaping sign for the State of California on our Free Specialty Labor Law Posters page at the following address: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

- If **applicants for employment** are normally seen in an area **other than where you post your federal labor law poster**, you need to post four federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all four of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.

- If your state has an **E-Verify law** (used to determine if workers are eligible for employment), covered employers must register for E-Verify through the U.S. Department of Homeland Security (DHS) and must post required participation posters.
 - Only employers who have registered should post the required posters, which can be downloaded free during registration.
 - DHS prohibits commercial sale of these posters by third parties.

For these reasons, E-Verify posters are not included on our state posters. For further information or to register for E-Verify, go to the DHS E-Verify home page at www.e-verify.gov or call (888) 464-4218.

- Poster Compliance Center publishes labor law posters that include all general required notices for employers. Depending on a company's industry, type of commerce, sector, location, or workforce, **additional specialized notices may be required** by federal, state, or local governments or agencies. Examples could include notices for a municipality, notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees)*, a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

***NOTE:** According to Title 2 California Code of Regulations Sec. 7287, the Discrimination notice on your California poster "must also be conspicuously posted in hiring offices, in employment agency waiting rooms, union halls, and other places employees gather." If the location of your state poster does not satisfy this requirement, you need to post an additional Discrimination notice(s) in the appropriate place(s). You can order another California state poster from us, or you can download a PDF of the Discrimination notice from our Free Specialty Labor Law Posters page: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.