**California Minimum Wage**

<table>
<thead>
<tr>
<th>Year</th>
<th>Hourly Rate</th>
<th>Annual Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>15.50</td>
<td>31,800</td>
</tr>
<tr>
<td>2023</td>
<td>16.00</td>
<td>33,040</td>
</tr>
</tbody>
</table>

**Polygraph Protection**

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for screening new employees or for testing current employees.

**Equal Employment Opportunity**

The mission of the Department of Fair Employment and Housing is to protect the people of California from unlawful discrimination in employment, housing, and public accommodations.

**Family Medical Leave Act**

The Family Medical Leave Act (FMLA) is a federal law that provides job-protected leave to employees for the purpose of caring for a family member or medical condition.

**Workers’ Compensation**

Workers’ compensation provides benefits to employees who are injured on the job.

**Unemployment Insurance**

Unemployment insurance provides temporary financial assistance to eligible workers who lose their job through no fault of their own.

**Sexual Harassment**

Sexual harassment is a form of discrimination prohibited by law.

**Transgender Rights In The Workplace**

Employers must provide reasonable accommodations to transgender employees.

**Discrimination and Harassment**

Discrimination and harassment are prohibited by law.

**Medical and Exposure Records**

Medical and exposure records must be maintained in accordance with state and federal laws.

**Notice of Withholding**

Employers must withhold income taxes and other taxes from employees’ pay.

**Time Off For Voting**

Employees are entitled to take time off to vote in elections.

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**Whistleblowers’ Protection**

Whistleblowers are protected under federal and state laws.

**No Smoking**

No smoking is allowed in places of employment as specified by California Labor Code Section 6404.5.