## Who is Protected?

- Unions
- Educational institutions opposing discrimination,
- Employers with 25 or fewer employees
- All employers, regardless of the number of employees are covered by the harassment provisions of California law.

## Federal Minimum Wage

<table>
<thead>
<tr>
<th>State</th>
<th>Federal Minimum Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average</td>
<td>$14.00</td>
</tr>
</tbody>
</table>

## Family Medical Leave Act

- Employees who are disabled by pregnancy, childbirth, or related medical conditions are eligible for family medical leave.
- Employees are eligible for up to 12 weeks of unpaid leave in a 12-month period for the birth or adoption of a child, care of a newborn or adopted child, or care of an seriously ill child.

## Workers’ Compensation

- Employers are required to provide workers’ compensation insurance for employees who are injured on the job.
- Workers have the right to choose their own medical provider.

## Medical and Exposure Records

- Employers are required to maintain records of employees’ medical and exposure records.
- Employees have the right to access and review their medical and exposure records.

## Notice of Withholding

- Employers are required to provide employees with a notice of withholding.
- Employees have the right to know the amount withheld from their wages.

## Unemployment Insurance

- Employees who lose their job through no fault of their own are eligible for unemployment insurance benefits.
- Employees have the right to appeal a determination of eligibility.

## Sexual Harassment

- Employers are required to provide employees with training on sexual harassment.
- Employees have the right to be free from sexual harassment.

## Transgender Rights in the Workplace

- Employers are required to provide equal treatment to transgender employees.
- Employees have the right to be treated equally on the basis of their gender identity.

## Paid Sick Leave/Healthy Families Act

- Employers are required to provide employees with paid sick leave.
- Employees have the right to use their sick leave for their own or a family member’s health needs.

## Emergency Notice

- Employers are required to provide employees with emergency notices.
- Employees have the right to be informed of emergency situations.

## Payday Notice

- Employers are required to provide employees with a payday notice.
- Employees have the right to know the amount of their wages and the date of payment.

## State and Federal Poster Compliance Solutions

- We provide state and federal poster compliance solutions for businesses.
- Compliance with state and federal labor laws is important for businesses.

## Whistleblowers’ Protection

- Employers are prohibited from retaliating against employees who report violations of law.
- Employees have the right to be free from retaliation for reporting violations.

## Unemployment Insurance Benefits

- Employers are required to provide employees with unemployment insurance benefits.
- Employees have the right to appeal a denial of benefits.