

UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

Employees who work for a covered employer can take up to 12 weeks of unpaid leave to care for a family member who has a serious health condition. You must give your employer advance notice of your leave and follow certain rules about how to use your leave.

LEAVE ENTITLEMENTS

- Employees who work for a covered employer can take up to 12 weeks of unpaid leave to care for a family member who has a serious health condition.
- The leave is a paid or unpaid leave, depending on the employer's policy.
- To be eligible for FMLA, you must have been employed by your employer for at least one year.
- To be eligible for FMLA, you must have worked at least 1,250 hours for your employer in the 12 months before you start your leave.
- To be eligible for FMLA, you must have a family member who has a serious health condition.
- To be eligible for FMLA, you must have a family member who is unable to perform his or her major life activities because of a physical or mental condition.
- To be eligible for FMLA, you must have a family member who is unable to perform his or her major life activities because of a physical or mental condition.

NOTICE REQUIREMENTS

- Employees who are on FMLA leave, employers must continue health insurance coverage if the employees were not paid for the leave.
- Employers must allow employees to make up their leave if the employer's policy allows.
- Employers may require employees to use their vacation or other paid leave before using FMLA leave.
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ADDITIONAL INFORMATION

- Employees who are on FMLA leave, employers must continue health insurance coverage if the employees were not paid for the leave.
- Employers must allow employees to make up their leave if the employer's policy allows.
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For additional information or to file a complaint:

1-866-4-USWAGE
(1-866-487-9243) TTY: 1-877-889-5627

www.dol.gov/whd

U.S. Department of Labor | Wage and Hour Division

TIME OFF TO VOTE

EMPLOYERS ARE OPEN FROM 7:00 AM TO 6:00 PM, EACH ELECTION DAY

If you are scheduled to be at work during the time you are scheduled to vote, you may be eligible for time off to vote. This time off to vote is in addition to any other time off you may be entitled to for voting.

You may take a 15-minute time off to vote before or after your shift, or you may take a 30-minute time off to vote during your shift. This time off to vote is in addition to any other time off you may be entitled to for voting.

Employers who do not allow employees to take time off to vote may be in violation of the law. If you believe you have been denied time off to vote, you may file a complaint with the U.S. Department of Labor, Wage and Hour Division.

OFFICIAL NOTICE

California Minimum Wage

Effective January 1, 2023 Minimum Wage \$15.50 per hour

EFFECTIVE DATE	PREVIOUS YEAR	
	Employees with 20 or Fewer Employees	Employees with 21 or More Employees
January 1, 2021	\$14.00	\$15.00
January 1, 2022	\$13.00	\$14.00
January 1, 2023	\$12.00	\$13.00

Employers who do not pay the minimum wage may be in violation of the law. If you believe you have been denied the minimum wage, you may file a complaint with the U.S. Department of Labor, Wage and Hour Division.

THE RIGHTS OF EMPLOYEES WHO ARE TRANSGENDER OR GENDER NONCONFORMING

California law protects transgender and gender nonconforming people from discrimination, harassment, and retaliation at work. These protections are enforced by the Civil Rights Department (CRD).

Employees who are transgender or gender nonconforming are entitled to the same rights and protections as other employees. This includes the right to work free from discrimination, harassment, and retaliation based on their gender identity or expression.

Employers who do not provide these rights and protections may be in violation of the law. If you believe you have been denied these rights and protections, you may file a complaint with the Civil Rights Department.

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HEALTHY WORKPLACES/HEALTHY FAMILIES ACT OF 2014

PAID SICK LEAVE

Employees who work for a covered employer are entitled to paid sick leave. This leave is in addition to any other time off you may be entitled to for sick leave.

Employees who do not provide paid sick leave may be in violation of the law. If you believe you have been denied paid sick leave, you may file a complaint with the U.S. Department of Labor, Wage and Hour Division.

DISCRIMINATION & HARASSMENT

The California Civil Rights Department (CRD) enforces laws that protect you from illegal discrimination and harassment in the workplace.

Employees who are discriminated against or harassed based on their race, gender, or other protected characteristics may be entitled to remedies. These remedies may include back pay, reinstatement, and damages.

If you believe you have been discriminated against or harassed, you may file a complaint with the CRD.

REMEDIES/FILING A COMPLAINT

Employees who have been discriminated against or harassed may be entitled to remedies. These remedies may include back pay, reinstatement, and damages.

If you believe you have been discriminated against or harassed, you may file a complaint with the CRD.

FAMILY CARE & MEDICAL LEAVE & PREGNANCY DISABILITY LEAVE

Employees who work for a covered employer are entitled to family care and medical leave, and pregnancy disability leave. These leaves are in addition to any other time off you may be entitled to for family care and medical leave, and pregnancy disability leave.

Employees who do not provide these leaves may be in violation of the law. If you believe you have been denied these leaves, you may file a complaint with the U.S. Department of Labor, Wage and Hour Division.

EMERGENCY NUMBERS

Employees who work for a covered employer are entitled to emergency services. These services are in addition to any other services you may be entitled to for emergency services.

Employees who do not provide emergency services may be in violation of the law. If you believe you have been denied emergency services, you may file a complaint with the U.S. Department of Labor, Wage and Hour Division.

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NOTICE OBLIGATIONS AS AN EMPLOYEE

Employees who work for a covered employer are entitled to notice obligations. These obligations are in addition to any other notice obligations you may be entitled to for notice obligations.

Employees who do not provide notice obligations may be in violation of the law. If you believe you have been denied notice obligations, you may file a complaint with the U.S. Department of Labor, Wage and Hour Division.

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ADDITIONAL LEAVE RIGHTS ACT (CALFLRA)

Employees who work for a covered employer are entitled to additional leave rights. These rights are in addition to any other leave rights you may be entitled to for additional leave rights.

Employees who do not provide additional leave rights may be in violation of the law. If you believe you have been denied additional leave rights, you may file a complaint with the U.S. Department of Labor, Wage and Hour Division.

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WHISTLEBLOWERS ARE PROTECTED

Employees who work for a covered employer are entitled to whistleblower protection. This protection is in addition to any other protection you may be entitled to for whistleblower protection.

Employees who do not provide whistleblower protection may be in violation of the law. If you believe you have been denied whistleblower protection, you may file a complaint with the U.S. Department of Labor, Wage and Hour Division.

AZUSA PACIFIC UNIVERSITY

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EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

Employees who work for a covered employer are entitled to employee rights under the Fair Labor Standards Act. These rights are in addition to any other rights you may be entitled to for employee rights under the Fair Labor Standards Act.

Employees who do not provide employee rights under the Fair Labor Standards Act may be in violation of the law. If you believe you have been denied employee rights under the Fair Labor Standards Act, you may file a complaint with the U.S. Department of Labor, Wage and Hour Division.

REMEDIES/FILING A COMPLAINT

Employees who have been discriminated against or harassed may be entitled to remedies. These remedies may include back pay, reinstatement, and damages.

If you believe you have been discriminated against or harassed, you may file a complaint with the CRD.

SAFETY AND HEALTH PROTECTION ON THE JOB

Employees who work for a covered employer are entitled to safety and health protection on the job. This protection is in addition to any other protection you may be entitled to for safety and health protection on the job.

Employees who do not provide safety and health protection on the job may be in violation of the law. If you believe you have been denied safety and health protection on the job, you may file a complaint with the U.S. Department of Labor, Wage and Hour Division.

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STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS

Division of Workers' Compensation

Employees who work for a covered employer are entitled to workers' compensation benefits. These benefits are in addition to any other benefits you may be entitled to for workers' compensation benefits.

Employees who do not provide workers' compensation benefits may be in violation of the law. If you believe you have been denied workers' compensation benefits, you may file a complaint with the U.S. Department of Labor, Wage and Hour Division.

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Know Your Rights: Workplace Discrimination is Illegal

Employees who work for a covered employer are entitled to know their rights. These rights are in addition to any other rights you may be entitled to for know your rights.

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Notice to Employees

Employees who work for a covered employer are entitled to notice. This notice is in addition to any other notice you may be entitled to for notice.

Employees who do not provide notice may be in violation of the law. If you believe you have been denied notice, you may file a complaint with the U.S. Department of Labor, Wage and Hour Division.

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DIVISION OF OCCUPATIONAL SAFETY AND HEALTH (CAL/OSHA)

Employees who work for a covered employer are entitled to occupational safety and health protection. This protection is in addition to any other protection you may be entitled to for occupational safety and health protection.

Employees who do not provide occupational safety and health protection may be in violation of the law. If you believe you have been denied occupational safety and health protection, you may file a complaint with the U.S. Department of Labor, Wage and Hour Division.

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