

EMERGENCY
AMBULANCE: 911
FIRE – RESCUE: 911
HOSPITAL: 911
PHYSICIAN: Sharp or Conentra
ALTERNATE: Sharp or Conentra
POLICE: 911
CAL/OSHA: 619-767-2280
Posting is required by Title 8 Section 1512 (g), California Code of Regulations

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$17.25 PER HOUR (Beginning January 1, 2025) The law requires employers to display this poster where employees can readily see it. OVERTIME PAY At least 1 1/2 times the regular rate of pay for all hours worked over 40 in a workweek. EMPLOYMENT RECORDS An employer must keep for at least 3 years all work time records and pay for all hours worked over 40 in a workweek.

POST HERE EMPLOYERS CAN EASILY READ VIOLATORS ARE SUBJECT TO PENALTIES OFFICIAL NOTICE SAN DIEGO MINIMUM WAGE \$17.25 PER HOUR Rate Effective Date: January 1, 2025 Beginning January 1, 2025, employees who perform at least two (2) hours of work in one work week with the geographic boundaries of the City of San Diego must be paid wages of at least \$17.25 per hour for all hours worked within the City's geographic boundaries.

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MEMORANDUM
TO: Whomever It Concerns
FROM: Risk Management Department/Workers' Compensation Division
SUBJECT: Self Insurance for the City of San Diego's Workers' Compensation Program
The City of San Diego is a State of California approved self-insured and self-administered agency for all workers' Compensation claims.

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NOTICE TO EMPLOYEES UNEMPLOYMENT INSURANCE BENEFITS
The employer is registered under the California Unemployment Insurance Code and is reporting wage credits to the Employment Development Department (EDD) to ensure that you are eligible to receive unemployment insurance benefits if you are:
- Unemployed or working less than full-time, and
- Currently due to fail your own and physically able to work, ready to accept work, and looking for work.

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Know Your Rights: Workplace Discrimination is Illegal
The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from unfair employment. Your employer is prohibited from discriminating against you or applying for a job. The EEOC may be able to help.
What Organizations are Covered?
- Federal government agencies
- State and local governments
- Private employers with 15 or more employees
- Labor unions
- Educational institutions
- Labor unions
- Contractors

WHISTLEBLOWERS ARE PROTECTED
The law prohibits the City of San Diego from discriminating against or retaliating against an employee who reports a violation of a law, rule, or regulation to a government agency, the public, or the media.
SAFETY AND HEALTH PROTECTION ON THE JOB
The employer is responsible for providing a safe and healthy working environment for all employees. The employer must comply with all applicable safety and health laws, rules, and regulations.

Notice to Employees
Your employer is registered with and reporting wages to the Employment Development Department (EDD) to ensure that you are eligible to receive unemployment insurance benefits if you are:
- Unemployed or working less than full-time, and
- Currently due to fail your own and physically able to work, ready to accept work, and looking for work.

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS
Notice to Employees - Register as a Worker
If you are a worker, you must register with the Department of Industrial Relations (DIR) to receive unemployment insurance benefits.
ESTADO CALIFORNIA - DEPARTAMENTO DE RELACIONES INDUSTRIALES
Aviso a los Empleados - Registro como Trabajador
Si usted es un trabajador, usted debe registrarse con el Departamento de Relaciones Industriales para recibir beneficios de seguro de desempleo.

THE RIGHTS OF EMPLOYERS WHO ARE TRANSGENDER OR GENDER NONCONFORMING
CALIFORNIA LAW PROHIBITS DISCRIMINATION BASED ON GENDER IDENTIFICATION AND SEXUAL ORIENTATION
The California Civil Rights Act (CCRA) prohibits employers from discriminating against employees based on their gender identity or gender expression.
CIVIL RIGHTS DEPARTMENT STATE OF CALIFORNIA

ADDITIONAL PROTECTIONS
California law also provides additional protections for workers who are transgender or gender nonconforming.
DISCRIMINATION REASONABLE ACCOMMODATIONS
Employers are required to provide reasonable accommodations for employees with disabilities.

ACCESS TO MEDICAL AND EXPOSURE RECORDS
BY CAL/OSHA REGULATION - GENERAL INDUSTRY SAFETY ORDER 3204 - YOU HAVE THE RIGHT TO SEE AND COPY:
- Your medical records and records of exposure to toxic substances or harmful physical agents.
- Records of exposure to toxic substances or harmful physical agents of other employees with work conditions similar to yours.
- Safety Data Sheets (SDS) or other information that exists for chemicals or substances used in the workplace, or which employees may be exposed.

POST HERE EMPLOYERS CAN EASILY READ VIOLATORS ARE SUBJECT TO PENALTIES OFFICIAL NOTICE SAN DIEGO EARNED SICK LEAVE Effective Date: July 11, 2016
Beginning July 11, 2016, all employers must provide paid earned sick leave to each employee (excluding temporary or part-time employees) who performs at least two (2) hours of work within the geographical boundaries of the City of San Diego.
THE FACTS
Sexual harassment is a form of discrimination based on sex (gender) including and settlement efforts in state or federal court.
SEXUAL HARASSMENT
If you are a victim of sexual harassment, you have the right to file a complaint with the Civil Rights Department (CRD) to seek a civil penalty for the harassment and to seek a permanent injunction to prevent the harasser from repeating the conduct.

YOUR RIGHTS UNDER THE FAMILY CARE & MEDICAL LEAVE AND PREGNANCY DISABILITY LEAVE
Under California law, an employee may have the right to take job-protected leave for family care, medical, or pregnancy disability.
FAMILY CARE & MEDICAL LEAVE AND PREGNANCY DISABILITY LEAVE
Under California law, an employee may have the right to take job-protected leave for family care, medical, or pregnancy disability.

WHAT DO I REQUEST FMLA LEAVE FOR?
An eligible employee may be entitled to FMLA leave for:
- Medical care for a family member with a serious health condition.
- Care for a child with a serious health condition.
- Pregnancy disability leave.
- Military service.

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