

Common Wage Violations 2026



State of California
**Department of
Industrial Relations**



State of California
**Gavin Newsom
Governor**

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The Labor Commissioner's BEP Program

- The Business Engagement Program (BEP) is intended to be an Outreach Program directed towards employers in an effort to help them better understand our California Labor Laws and therefore, help to reduce Wage Claims. Today's presentation will help to:
 - 1. Build Public Awareness
 - 2. Impact Investigations
 - 3. Increase Compliance

Housekeeping

Questions will be taken after
the presentation.

Disclaimer

This information is provided for general information only. None of the information provided here should be interpreted as providing legal advice or a separate attorney client relationship. Applicability of the information discussed may differ in individual situations. You should not act on the information presented here without consulting an attorney about your particular situation.

Commissioner's Office Overview

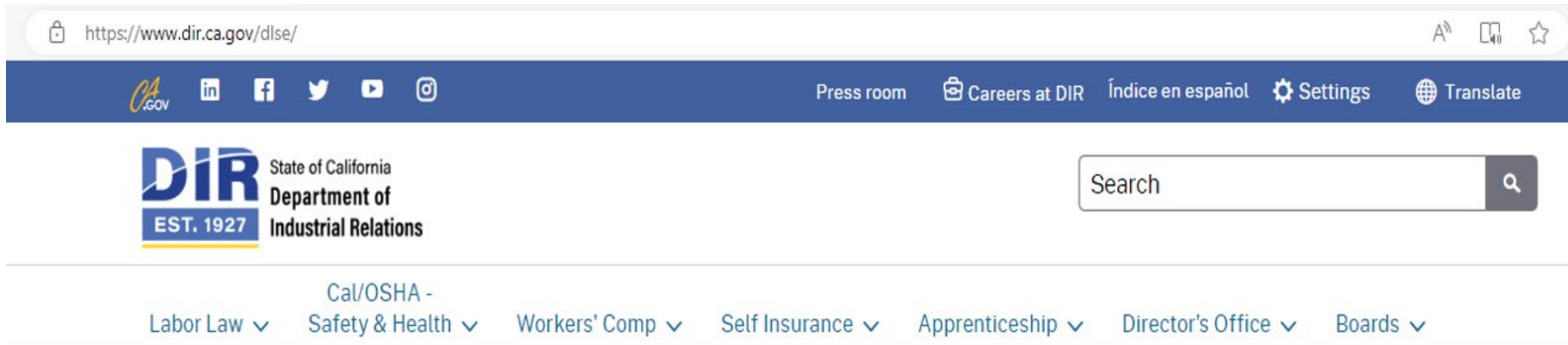
“The mission of the California Labor Commissioner's Office is to ensure a just day's pay in every workplace in the state and to promote economic justice through robust enforcement of labor laws. By combating wage theft, protecting workers from retaliation, and educating the public, we put earned wages into workers' pockets and help level the playing field for law-abiding employers”.

Trauma Informed Best Practices

- LCO uses Trauma Informed practices when working with the public.
- Trauma informed requires awareness of all traumas, including those within the LCO team. This safety training presents a trauma informed approach that seeks to provide outstanding public service while establishing appropriate boundaries with the public. The public may be in crisis when they engage LCO. As such, we need to be empathetic in the execution of duties yet protective of our wellbeing at the same time by practicing self care.

DLSE Website

<https://www.dir.ca.gov/dlse/>



Labor Commissioner's Office

The mission of the California Labor Commissioner's Office is to ensure a just day's pay in every workplace in the State and to promote economic justice through robust enforcement of labor laws. By combating wage theft, protecting workers from retaliation, and educating the public, we put earned wages into workers' pockets and help level the playing field for law-abiding employers. This office is also known as the Division of Labor Standards Enforcement (DLSE).

All Workers in California Have Rights

Workers in California have the right to file a wage claim when their employers do not pay them the wages or benefits they are owed. A wage claim starts the process to collect on those unpaid wages or benefits. California's labor laws protect all workers, regardless of immigration status.

Wages – Labor Commissioner's Definition

- All amounts for labor performed by employees of every description.
- **Labor Code § 200:** “Wages” includes all amounts for labor performed by employees of every description, whether the amount is fixed or ascertained by the standard of time, task, piece, commission basis, or other method of calculation.

Minimum Wage

- If an employee is paid by the piece or unit (sometimes called “by contract”) or paid by the day or week, their wages still must equal at least minimum wage for EACH and every hour worked.

When a Wage Claim Is Filed Against You and/or Your Company

- 1. Wage Claim is filed by employee (past or present) either online, by mail or in-person.
- 2. Employer receives a Notice of Claim Filed in the mail.
- 3. Employer will receive a Notice of Claim & Conference by mail.
- 4. Employer should attend the Settlement Conference.
- 5. If case is not settled, it is then scheduled for a hearing.

What To Do Next

- After you receive a claim, look up all records relevant to the claim.
- Try to resolve the claim with employee.
- Do **NOT** retaliate against your employee.
- If you believe you owe wages, pay them as soon as possible.
- Check to see if there any other potential employee wage claims and try to resolve them as well.
- If you do not believe that you owe any wages, penalties or damages, advise the Labor Commissioner's office that is handling the claim. Provide any documentation to support your case as well as provide all of your valid mailing addresses.
- If there is no resolution, you should attend the Settlement Conference.
- Being in a Conference is a good way to resolve the matter now.

Settlement Conference Best Practices

- Try to resolve the matter through settlement.
- It is the best (and least expensive) way to avoid any additional employer related costs if there was a labor code violation.
- It is best for peace of mind and allows you to concentrate on running your business rather than deal with labor issues.

At The Settlement Conference

- Have documentation ready to support your case
 - A. Payroll records/timecards
 - B. Paystubs, banking records, etc.
 - C. Copy of signed/dated Handbook Policies & Procedures
 - D. Any other relevant documents
 - E. If no settlement occurs, the matter will be set for a hearing.
- Note** Settlement Conferences are not evidentiary and generally, no witnesses are needed.

At The Hearing

- Being in a hearing is a bad time to find out that you didn't know the law and/or broke the law.
- Both sides will be allowed to put on their cases.
- Plaintiff (employee) has the initial Burden of Proof.
- You can provide relevant documents
- Call relevant witnesses (all witnesses subject to cross examination).
- Offer closing arguments

After A Hearing

- Hearing Officer will render a hearing decision in the form of an Order, Decision or Award.
- Once served, there is a 10 day appeal period by either party.
- If you lost your case and wish to file a timely appeal, you will have to first post a bond in the amount of the hearing award.
- If no appeal, you have 10 days to pay. (no payment plans)
- If you lost your case, a lien or judgement may be filed against you, your company, bank accounts, vehicles, property and any other holdings/assets.

Statutes of Limitations

An employee has to file a Wage Claim.....

- Within **one year** for penalties regarding a bounced check or failing to provide access to, or a copy of, payroll or personnel records.
- Within **two years** for an oral promise to pay more than minimum wage.
- Within **three years** for violations of minimum wage, overtime, unpaid rest and meal breaks, sick leave, illegal deductions from pay or unpaid reimbursements
- Within **four years** for a written contract.

Employees Must Be Paid Minimum Wage for All Hours Worked!!!

- Punch out between customers?
- Working “off the clock”?
- Standby Time?
- Staff meetings?
- Mandatory Lunches?
- Blended Wage?
- Per Diem vs. Hourly?

Blended Wages

- Different pay for different jobs?
- Pay reductions?
- Travel time?
- Requires PRIOR notification?

Reporting Time Pay?

- Ex 1: If an employee was scheduled for an 8-hour shift and you send them home after only 2 hours of work, they **MUST** be paid 4 hours of Reporting Time Pay.
- Ex 2: If an employee was scheduled for a 4-hour shift and your send them home after 1 hour of work, they **MUST** be paid 2 hours of Reporting Time Pay.

Hours Worked

- On-Call / Standby Time (controlled vs. uncontrolled)
- Travel time
- Training (voluntary vs. mandatory)
- Doffing and Donning (changing into and out of gear or uniform)
- Day of Rest – Labor Code §§ 550, 551 and 552
- Maximum Hours
- Alternative Work Week – IWC, Section 3 and Labor Code § 511
- Election / Repeal
- Filing with Directors Office of Policy, Research & Legislation (OPRL)

California Minimum Wage Schedule

Fact Sheet: Boosting California's Minimum Wage to \$16.50/Hour

Date	Minimum Wage for Employers with 25 Employees or Less	Minimum Wage for Employers with 26 Employees or More
January 1, 2024	\$16.00/hour	\$16.00/hour
January 1, 2025	\$16.50/hour	\$16.50/hour
January 1, 2026	\$16.90/hour	\$16.90/hour

Note: Future increases will be tied to increases in the inflation rate, and starting in 2023, the state minimum wage will be the same for all employers, regardless of the size of their workforce.

Beware! Local minimum wage rates, if higher than the state rate, will apply.

Counties and Cities with Minimum Wage Ordinances (MWO)

Sample list of California cities/counties with minimum wage ordinances:

Alameda, CA
Belmont, CA
Berkeley, CA
Cupertino, CA
Daly City, CA
El Cerrito, CA
Emeryville, CA
Fremont, CA
Los Altos, CA
Los Angeles (City & County)
Malibu, CA (see municipal code also)
Menlo Park, CA

Milpitas, CA
Mountain View, CA
Novato, CA
Oakland, CA (see municipal code also)
Palo Alto, CA (see municipal code also)
Pasadena, CA (see municipal code also)
Petaluma, CA
Redwood City, CA
Richmond, CA
San Diego, CA
San Francisco, CA
San Jose, CA

San Leandro, CA
San Mateo, CA
Santa Clara, CA
Santa Monica, CA
Santa Rosa, CA
Sonoma, CA
South San Francisco, CA
Sunnyvale, CA

Fast Food Minimum Wage

- AB 1228 is a new law in California, which added sections 1474, 1475, and 1476 to the Labor Code and does two main things. First, it increases the minimum wage for “fast food restaurant employees.” Second, it establishes a Fast Food Council, which is empowered both to make future increases to the minimum wage and to adopt other minimum employment standards for fast food restaurants.
- Starting April 1, 2024, all “fast food restaurant employees” who are covered by the new law must be paid at least \$20.00 per hour.

Healthcare Worker Minimum Wage

- Beginning on October 16th, 2024, health care workers are eligible to receive the higher minimum wage. These workers must, (1) work for certain “health care facilities” that are covered in the new law and (2) provide health care services or support the provision of health care.
- Employees covered by the new law must be paid at least \$18.00 - \$23.00 per hour *** (for employees who qualify under LCS 1182.15 & 1182.16). Please see our DLSE website for details.

Itemized Wage Statement (Pay Stub)

- LC, section 226(a)
- Required information (**hourly, piece rate, or farm labor contractor**)
- Farm labor contractor
 - Must include name and address of the legal entity that secured the services of the farm labor contractor.
- LC, section 226.2
 - The total hours of compensable rest and recovery periods, the rate of compensation, and the gross wages paid for those periods during the pay period.
 - Except for employers paying compensation for other nonproductive time the total hours of other nonproductive time, the rate of compensation, and the gross wages paid for that time during the pay period.
- Penalty for failure to provide:
 - Initial - \$250 per employee per violation.
 - Subsequent - \$1,000 per employee per violation.

Payment of Wages

Pay employees (with certain exceptions) at least twice a month on designated regular paydays.

- With each payment of wages, whether by cash or check, the employer must provide a wage statement that includes:

- A. Pay period dates
- B. Gross wages earned
- C. Total hours worked
- D. Breakdown of hourly rates and hours
- E. All deductions broken out (next slide)

Pay Stub (Hourly)

California Labor Commissioner's Office

Pay stub (hourly)

SMITH AND COMPANY, INC. 123 West Street Smalltown, CA 98765				
EMPLOYEE Johnson, Bob	SOCIAL SECURITY NO. XXX-XX-6789	PAY RATE 18.00 regular 27.00 overtime	PAY PERIOD 1/7/XX to 1/13/XX	
EARNINGS	HOURS	AMOUNT	DEDUCTIONS	AMOUNT
Regular	40.00	720.00	Federal W/H	60.45
Overtime	2.00	54.00	FICA	47.99
			Medicare	11.22
GROSS EARNINGS:		774.00	CA State W/H	10.04
TOTAL DEDUCTED:		213.29	CA State DI	6.19
NET EARNINGS:		560.71	401k	77.40
SICK LEAVE: 24.00 HOURS AVAILABLE	PTO/VACATION		Meal/Rest Period Premiums	

Example itemized wage statement (pay stub) for a worker paid hourly.
As required by Labor Code section 226(a).

May 2018

Pay Stub (Piece Rate)

California Labor Commissioner's Office

Pay stub (piece rate)

SMITH AND COMPANY, INC. 123 West Street Smalltown, CA 98765			PAY PERIOD 1/7/XX to 1/13/XX															
EMPLOYEE Johnson, Bob		SOCIAL SECURITY NO. XXX-XX-6789		PAY RATE														
PIECE RATE	NO. OF PIECES	AMOUNT																
\$0.50	720	\$360.00																
\$0.25	864	\$216.00																
\$0.10	1,440	\$144.00																
EARNINGS		HOURS																
Regular		40.00																
GROSS EARNINGS:		720.00																
TOTAL DEDUCTIONS:		208.73																
NET EARNINGS:		511.27																
SICK LEAVE: 24.00 HOURS AVAILABLE		PTO/VACATION		Meal/Rest Period Premiums														
<table border="1"> <tr> <td>DEDUCTIONS</td> <td>AMOUNT</td> </tr> <tr> <td>Federal W/H</td> <td>60.45</td> </tr> <tr> <td>FICA</td> <td>44.64</td> </tr> <tr> <td>Medicare</td> <td>10.44</td> </tr> <tr> <td>CA State W/H</td> <td>10.04</td> </tr> <tr> <td>CA State DI</td> <td>5.76</td> </tr> <tr> <td>401k</td> <td>77.40</td> </tr> </table>					DEDUCTIONS	AMOUNT	Federal W/H	60.45	FICA	44.64	Medicare	10.44	CA State W/H	10.04	CA State DI	5.76	401k	77.40
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Example itemized wage statement (pay stub) for a worker paid piece rate.
As required by Labor Code section 226(a).

May 2018

Overtime

For most occupations, all hours over 8 in one workday or over 40 in one workweek, and for the first 8 hours of work on the 7th day in a workweek will be payable at time and a half.

For most occupations, all hours over 12 in one workday or over 8 on the 7th day of work in a workweek will be payable at double-time.

Example of Pro-Rata Vacation Calculation

- Employee is promised 40 hours (1 week) per year.
- Employee's hire date is January 1, 2026.
- Employee's separation date is May 25, 2026.

Calculation:

- $40 \text{ hours} \div 365 \text{ days in one year} = 0.109589$.
- Jan 1, 2026 to May 25, 2026 = 145 calendar days.
- $145 \text{ days} \times 0.109589 = 15.89 \text{ hours due}$.

Non-Exempt Employees and Overtime Requirements

“**Non-exempt**” employee, is someone who is not exempt from overtime

- This is usually an employee who is paid hourly, and not a salary.
- *BUT* paying a salary does not mean a worker is exempt from overtime
- Most exemptions from overtime found in the IWC Wage Orders & include salary and duties tests

Overtime requirements:

- **One and one-half times** the employee's regular rate of pay for all hours worked in excess of eight hours up to and including 12 hours in any workday, and for the first eight hours worked on the seventh consecutive day of work in a workweek; and
- **Double** the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight on the seventh consecutive day of work in a workweek.
- For special rules regarding overtime for agricultural workers, please see **Overtime for Agricultural Workers**

Exempt/Nonexempt/Salary (1 of 4)

- Professional – Industrial Welfare Commission (IWC), Section 1
- Administrative - IWC, Section 1
- Executive - IWC, Section 1
- Outside salesperson - IWC, Section 1
- Salary test - exempt salary threshold = \$70,304 annually ($\$16.90 \times 2 = \33.80 per hour x 40 hour work week x 52 weeks) and.....
- Duties test

Wage Issues Typical for Non-Exempt Employees (2 of 4)

- **Liquidated Damages – Labor Code section 1194.2**
 - Where an employee is paid less than the minimum wage
 - Employee is entitled to recover an amount equal to the minimum wages unlawfully unpaid
 - Plus interest
 - No Liquidated Damages for failure to pay overtime premium, but LDs available for any hour not paid at least Minimum Wage
- **Commissions**
 - Based upon agreement of employer and employee, but must be committed to writing – LC §2751
 - Employer required to give Employee signed copy, and retain a signed copy – Labor Code §2751
 - A commission is payment of a percentage or flat rate for the sale of a good or service which the employee did not make or perform
 - Barber example: commission selling shampoo, whereas performing a haircut would be piece rate

Wage Issues Typical for Non-Exempt Employees (3 of 4)

- **Piece Rate**
 - Payment method based upon tasks completed by employee, either making something or performing a service
 - Piece rate only compensates an employee for the time spent working on that task
 - Rest breaks need to be separately compensated
 - Non-productive time, or time spent working but not engaged on a task involving the piece making, must be compensated separately
- **Vacation**
 - No requirement that an employer offers any vacation or PTO, but if offered = “deferred wages”
 - Use it or Lose it Policies not allowed → but caps on accrual are allowed
 - All accrued but unused vacation hours due as wages at the final rate of pay at time of termination

Wage Issues Typical for Non-Exempt Employees (4 of 4)

- **Bonuses**

- Based upon meeting a goal set by the employer besides a percentage of a sale (commission) or an amount per something completed (piece rate)
- Discretionary Bonus: based upon employers discretion to award or not
- Non-discretionary Bonus: based on some metric set by the employer to be calculated on a certain date
- Bonus pay due the pay period after calculated, does not need to be paid if employee does not work there on the date set for calculation

- ***De Minimus Time and Rounding***

- California law calls for all time worked to be compensated, while FLSA allows *de minimus* time not to be compensated
- The California Supreme Court in *Troester v. Starbucks* (2019) 5 Cal. 5th 829, ruled that no such regulation allowing *de minimus* time not to be compensated existed under California law, and that it was clear that ALL time had to be paid
- Similarly, rounding, or the act of approximating time worked, has been disfavored in CA, and whatever loop hole may still exist after *Troester* and its progeny is extremely narrow ☹ BUYER BEWARE
- Supreme Court decision on Rounding *Donohue v. AMN Services, LLC* – CASC Case No. S2536777 (2/25/2021)

Independent Contractors

Senate Bill 459 (Sections 226.8 and 2753 of the Labor Code [LC])

- Prohibits willful misclassification.
- Prohibits engaging in pattern or practice.
- Prohibits charging a fee or making a deduction to individuals who have been misclassified.
 - Subject to civil penalties/damages.
 - Requires notification and website notice.

The ABC Test – Employee or Independent Contractor?

Subject Employee:

- An individual who performs services or labor is **presumed to be an employee** unless the hiring entity can prove the worker meets **all** three conditions of the ABC test.

Independent Contractor:

- An individual for whom the hiring entity established **all three conditions** of the ABC test.

ABC Test

Under the ABC test, a worker is considered an employee and not an independent contractor, unless the hiring entity satisfies **all three** of the following conditions:

- A. The individual is free from control and direction, both under contract and in fact.
- B. The individual performs work that is outside the usual course of the hiring entity's business.
- C. The individual has their own independently established business of the same type as the work performed.

Deductions

Lawful & Unlawful

- Authorized Deductions (see Labor Code § 224):
 - Taxes
 - Healthcare contributions authorized in writing
 - Garnishments (like Child Support garnishments)
- Withholding pay at termination?
- Over paid?
- Failure to compensate employees for lawful business expenses?
- Deductions for employer costs?

Uniforms & Equipment

- IWC Order #4, Section 9, Paragraph A
- When uniforms are required by the employer to be worn by the employee as a condition of employment, such uniforms shall be provided and maintained by the employer.***
- The term “uniform” includes wearing apparel and accessories of distinctive design or color.
- Tools & Equipment shall be provided and maintained by the employer.

Reimbursement of Business Expenses (LC, Section 2802)

- 2026 mileage rate 72.5 cents
- Tolls
- Parking
- Meals (reimbursement)
- Vehicle insurance
- Uniforms and equipment

Meal and Rest Periods

- Requirements
 - Generally LC, section 512 and IWC, sections 11 (meal) and 12 (rest)
- Additional hour of pay
 - Generally LC, section 226.7 and IWC, sections 11 (meal) and 12 (rest)
- **Piece-rate**/by the job/rest period compensation/grace period to avoid potential liability for past violations
 - LC, section 226.2 (also includes employees on commission)
- Regulations
 - IWC Orders, Title 8, section 13700
- Rest areas
 - Generally IWC, section 13
- Lactation accommodation
 - LC, section 1030

Meal Periods

- IWC Wage Orders and the Labor Code in most cases require an employee who works a shift of at least 5 hours gets a 30 minute duty free meal period **BEFORE** the fifth hour ends.
- **If the shift is 6 hours (or less), a meal period may be waived by mutual consent of the employee and employer.
- Example: If employee starts work at 8 am, a meal period must be taken before 1 pm or a meal period violation occurs.

Meal Periods (con't)

- Where an employee works more than 10 hours, they get a second meal period.
- A meal period is not compensated, unless an employee works through it.
- Where a meal period is not provided, a premium hour of pay is due to the employee as a meal period premium wage (cap 1 hour per day).
- Duty free meal periods are an affirmative duty for employer to provide.

Piece Rate Rest Period

- An employee is assigned to perform piece-rate work each day, five days per week, from 8:30 a.m. to 5 p.m. With the exception of a half-hour meal period taken in the middle of the day and two rest periods taken in the middle of each work period, the employee is continuously engaged in piece-rate work. The employee's total piece-rate earnings for the week are \$800.
- Hours assigned to piece rate work = 40 hours
- Rest period hours = 100 minutes ÷ 60 = 1.67 hours
- Piece rate hours = 40 - 1.67 = 38.33 hours
- Hourly piece-rate wage = \$800 ÷ 38.33 = \$ 20.88
- Rest period payment = \$20.88 X 1.67 hours = \$ 34.87
- Total Compensation = \$800 + \$27.01 = \$827.01

Paid Sick Leave

- Assembly Bill 1522.
- Effective January 1, 2015; accrual began July 1, 2015.
- Thirty-day employment in California.
- Ninety-day accrual period **before** sick leave can be taken.
- One-hour of leave for every 30 hours worked.
- Employers can limit to 5 days/40 hours **taken** per year.
- Employers can cap at 10 days/80 hours accrual.
- Employers must track sick leave accrual and use.
- No Doctors note required first five days of absence.

Paid Sick Leave (Continued)

- Display poster on paid sick leave where employees can read it easily.
- Provide written notice to employees with sick leave rights at the time of hire.
- Provide at least 40 hours or 5 days of paid sick leave for each eligible employee to use per year.
- Allow eligible employees to use accrued paid sick leave upon reasonable request...to include victims of qualifying acts of violence and AG Workers for use in emergencies like smoke, heat or flooding.
- Show how many days of sick leave an employee has available. This must be on a pay stub or a document issued the same day as a paycheck.
- Keep records showing how many hours have been earned and used for three years.

Paid Sick Leave (Continued)

Workers can use their hours for:

- Absences due to illness.
- Diagnosis, care or treatment of an existing health condition.
- Employer cannot require an employee to use paid sick leave.
- It is the worker's choice.

Administrative Penalties May Be Awarded

- ▶ An employee may recover
- ▶ An employee need only assert that the sick leave was for a covered purpose in general terms
- An administrative penalty equal to the paid sick leave x 3 or \$250 whichever is greater, but in no case greater than an aggregate penalty of \$4,000.
- The administrative penalty may also include a sum of \$50 per day for each day the violation occurred or continued.

SB 294

- The Act established (1) new paths to inform employees and employers about their rights through a required annual notice to employees as well as videos regarding the rights of employees and employers when law enforcement enter the workplace and (2) an obligation that an employer notify an employee's designated emergency contacts if the employee is arrested or detained at work. The statewide rights do not preempt any local ordinances that provide equal or greater protections.

An Employee May File a Paid Sick Leave Claim

- ▶ Against employers who

- Unlawfully withhold payment for use of accrued sick days

- Fail to provide a statement of accrual of sick leave

- Fail to accurately track accrued sick leave

- Require an employee to use a full-day or half-day absence for any use of sick leave.

- Require the worker requesting sick leave to find a replacement to cover his scheduled shift or

- assignment Deny sick leave due to a failure to provide details

Issues at Termination

- Discharge/quit - LC, sections 201 and 202
- Reporting Time Pay
- Waiting time penalty - LC, section 203
- Final wages (All earned wages, including vacation see LC, section 227.3)

Retaliation Complaint Unit

- LC Section 98.7 – Employers are not allowed to retaliate against employees who engage in protected activities under the jurisdiction of the Labor Commissioner.
- May file complaint within 12 months after the occurrence of the violation.

Time Off From Work

Reason	Code Section
Jury Duty/Witness	Gov Code Section 12945.8 (a)(1) eff 1/1/2025
Victims of domestic violence/sexual assault	Gov Code Section 12945.8 (a)(2)(3) & (b) eff 1/1/2025
Victim of crime	Labor Code § 230.2
Appearance at school after child suspended	Labor Code § 230.7
Visit to child's school/daycare facility	Labor Code § 230.8
Sick leave to attend to family or designated person	Labor Code § 233 & 245.5
Voting	Elections Code § 14001

SB 1162

- An employer with 15 or more employees must include the pay scale for a position in any job posting. If an employer with 15 or more employees engages a third party to announce, post, publish, or otherwise make known a job posting it must provide the pay scale to the third party and the third party must include it within the job posting.

The Labor Commissioner interprets this to mean that the pay scale must be included within the job posting if the position may ever be filled in California, either in-person or remotely.

Recordkeeping

- Payroll Records – Labor Code §§ 226 & 1174
 - IWC Wage Orders, section 7
- Wage Theft Protection Act of 2011
 - LC, section 2810.5(a) (Sample template)
- Personnel Files
 - LC, section 1198.5
- Employee's Right to Review/Copy & Penalty
 - Labor Code §§ 226 and 1198.5

Workplace Postings

- IWC Order(s) - Generally IWC, section 22
- Payday notice - LC, section 207
- Minimum wage (state) - LC, section 1183(d)
- Wage theft protection template - LC, section 2810.5 (Paid Sick Leave, AB 1522)
- Workers' compensation - LC, section 3550
- Whistleblower protections - LC, section 1102.8
- Time off to vote - Elections Code 14001
- Complete listing available at:

dir.ca.gov/wpnodb.html

It's Time For

Q & A

Today's Credits

Attendees of today's webinar are eligible for 1.5 HRCI and/or SHRM Course Credit Hours. Please reference the following event codes:

March 5, 2025

HRCI: [733732](#)

SHRM (Live Event): [26-E3DS7](#)

SHRM (Webinar Recording): [26-WQHZ9](#)

(Credit Provider: California Chamber of Commerce)

Attorneys are eligible for 1.5 MCLE credit hours.
Please email seminars@calchamber.com with your MCLE requests.

Thank You!