

State Labor Poster and Notice Requirements

This document provides direct links to the workplace posters employers are required to display under federal law. These posters, including official translated versions, are created and updated by government agencies. Employers must also comply with all applicable state posting requirements.

Employers must display required posters in a public place where employees can easily access them. While most posters apply to all employers, some may apply to specific industries or employers of a certain size. Employers can review each poster description to determine whether they are required to display that particular poster.

NEW AND UPDATED POSTERS

Earned Income Tax Credit Notice

ALL CALIFORNIA EMPLOYERS

The following posters are required for all employers in California:

Minimum wage poster

[English](#) | [Spanish](#)

Paid sick leave poster

[English](#)

Payday notice

[English](#)

Emergency contact poster

[English](#)

Whistleblower protection poster

This poster must be at least 8.5 inches by 11 inches in size, have margin of 0.5 inches or smaller, and use 14-point or larger font.

[English](#)

Smoking notice(s)

California law requires employers to indicate areas where smoking is prohibited or allowed in the workplace. Employers must obtain adequate signage to designate these areas from their local law enforcement agencies.

Discrimination and harassment poster

[English](#)

Transgender rights in the workplace poster

[English](#) | [Spanish](#)

Unemployment insurance registration notice

[English](#) | [Spanish](#)

Unemployment insurance benefit poster

[English](#) | [Spanish](#)

Time off to vote notice

Employers must post this notice at least **10 days** before statewide elections.

[English](#) | [Spanish](#)

Rights of victims of domestic violence, sexual assault, and stalking poster

[English](#) | [Spanish](#)

Notice of inspection by immigration agencies

Employers must post this notice within 72 hours after receiving notice of any inspection of employment records by an immigration agency.

[English](#) | [Spanish](#)

Sexual harassment poster

[English](#) | [Spanish](#)

Sexual harassment fact sheet

[English](#) | [Spanish](#)

[Tagalog](#) | [Vietnamese](#)

Right to vote notice

[English](#) | [Spanish](#)

● Earned Income Tax Credit Notice

All employers are required to notify their employees that they may be eligible for [VITA](#), [CalFile](#), and other state and federal antipoverty tax credits, including the federal and the California EITC. Employers must give notification within one week of providing employees with an annual wage summary ([IRS Form W-2](#) or [1099](#)). You must give notification by either handing it directly to your employee or mailing it to your employee's last known address. Posting on an employee bulletin board will not satisfy the notification requirement.

POSTERS THAT DEPEND ON EMPLOYER SIZE

The following posters affect only employers with the number of employees specified below:

Pregnancy leave poster

Required for all employers that have **between five and 49 employees**.

[English](#)

Family care and medical leave and pregnancy disability leave poster

Required for all employers with **50 or more employees**, and all public agencies.

[English](#)

EMPLOYERS SUBJECT TO SPECIFIC LAWS

Employers must display the following posters only if they are affected by the laws, conditions or requirements specified below:

Safety and Health Protection on the Job. State OSHA poster

Required for all employers subject to Cal/OSHA.

[English](#) | [Spanish](#)

Workers' compensation notice

Required for all employers subject to California's workers' compensation laws. Employers must obtain the "Notice of Workers' Compensation Carrier and Coverage" from their insurance carrier.

Medical record access notice

Required for all employers that use hazardous or toxic substances.

[English](#) | [Spanish](#)

Industrial trucks poster

Required for employers that have workers operating forklifts or other industrial trucks or tow tractors.

[English](#) | [Spanish](#)

Workplace injuries poster

Required for all California employers that offer workers' compensation insurance.

[English/Spanish](#)

Farm labor contractor pay notice

Required for labor contractors licensed by the Division of Labor Standards Enforcement. The notice must be at least 12 inches high and 10 inches wide.

[English/Spanish](#)

Human trafficking public notice

Required for farm labor contractors.

[English/Spanish](#)

Required workplace posting for all California barbering and cosmetology licensees

[English](#) | [Spanish](#)

Agricultural Safety/Health Poster

[English/Spanish](#)

INDUSTRIAL WAGE ORDERS

California wage orders regulate work conditions in certain industries. Employers in these industries must display the appropriate industry-specific poster.

Wage order #1: manufacturing industry

[#1-2001](#) (English) | [#1-2001](#) (Spanish)

Wage order #2: personal services industry

[#2-2001](#) (English) | [#2-2001](#) (Spanish)

Wage order #3: canning, freezing and preserving industry

[#3-2001](#) (English) | [#3-2001](#) (Spanish)

Wage order #4: professional, technical, clerical, mechanical and similar occupations

[#4-2001](#) (English) | [#4-2001](#) (Spanish)

Wage order #5: public housekeeping industry

[#5-2001](#) (English) | [#5-2001](#) (Spanish)

Wage order #6: laundry, linen supply, dry cleaning and dyeing industry

[#6-2001](#) (English) | [#6-2001](#) (Spanish)

Wage order #7: mercantile industry

[#7-2001](#) (English) | [#7-2001](#) (Spanish)

**Wage order #8: industries handling products
after harvest**

[#8-2001](#) (English) | [#8-2001](#) (Spanish)

Wage order #9: transportation industry

[#9-2001](#) (English) | [#9-2001](#) (Spanish)

Wage order #10: amusement and recreation industry

[#10-2001](#) (English) | [#10-2001](#) (Spanish)

Wage order #11: broadcasting industry

[#11-2001](#) (English) | [#11-2001](#) (Spanish)

Wage order #12: motion picture industry

[#12-2001](#) (English) | [#12-2001](#) (Spanish)

**Wage order #13: industries preparing agricultural
products for market, on the farm**

[#13-2001](#) (English) | [#13-2001](#) (Spanish)

Wage order #14: agricultural occupations

[#14-2001](#) (English) | [#14-2001](#) (Spanish)

Wage order #15: household occupations

[#15-2001](#) (English) | [#15-2001](#) (Spanish)

**Wage order #16: certain on-site occupations in the
construction, drilling, logging and mining industries**

[#16-2001](#) (English) | [#16-2001](#) (Spanish)