



2023 CALIFORNIA ALL-ON-ONE™ & MOBILE POSTER PAK™ REQUIRED POSTING CHECKLIST

Available in **English (#83705)** & **Spanish (#84705)**

Poster date is: **072023**

All-On-One Posters and Mobile Poster Paks (MPP) include the following State, Federal and OSHA postings:

MANDATORY TO POST

STATE POSTINGS:

- ☐ Minimum Wage (***MW-2023, SM-2023***)
- ☐ California Law Prohibits Workplace Discrimination & Harassment (***EN 1/2023, SP 2/2023***)
- ☐ Your Rights and Obligations as a Pregnant Employee (***EN 1/2023, SP 2/2023***)
- ☐ Family Care & Medical Leave & Pregnancy Disability Leave (***EN 1/2023, SP 2/2023***)
- ☐ Rights of Employees Who are Transgender or Gender Nonconforming (***EN 11/2022, SP 2/2023***)
- ☐ Healthy Workplaces/Healthy Families Act – Paid Sick Leave (***dated 11/2014***)
- ☐ Whistleblowers are Protected (***no date***)
- ☐ Time Off to Vote (***no date***)
- ☐ Workers' Comp. Notice to Employees – Injuries Caused by Work (***dated 1/1/2016***)
- ☐ Unemployment Insurance, State Disability Insurance, & Paid Family Leave (***dated 12/2020***)
- ☐ Unemployment Insurance Benefits-Employees of Educational Institutions (Insert) (***dated 7/2018***)
- ☐ SB-198 Company Injury & Illness Prevention Program (Insert) (***no date***)
- ☐ Access to Medical and Exposure Records (Insert) (***dated 1/2015***)
- ☐ Pay Day Notice (***no date***)
- ☐ Emergency Numbers (***dated 3/1990***)
- ☐ Information About Workers' Compensation Fraud (Insert) (***no date***)

OSHA POSTING (STATE OSHA PLAN):

- ☐ CAL OSHA - Safety and Health Protection on the Job (***dated 7/2022***)

FEDERAL POSTINGS:

- ☐ Federal Minimum Wage (***dated 04/23***)
- ☐ Family and Medical Leave Act (***dated 04/23***)
- ☐ Employee Polygraph Protection Act (***dated 02/22***)
- ☐ Know Your Rights: Workplace Discrimination is Illegal (***dated 6/27/23***)



CA INDUSTRIAL WELFARE COMMISSION “IWC WAGE ORDER” MANDATORY POSTERS

IWC poster dates are **012023**

As a California employer, you must post the IWC Wage Order specific to your industry or occupation(s). Choose your industry or, if none are applicable, then the appropriate occupational IWC:

- ☐ Wage Order 1 - Manufacturing Industry (#05101)
- ☐ Wage Order 2 - Personal Service Industry (#05102)
- ☐ Wage Order 3 - Canning, Freezing, and Preserving Industry (#05103)
- ☐ Wage Order 4 - Mechanical and Similar Occupations (#05104)
- ☐ Wage Order 5 - Public Housekeeping Industry (#05105)
- ☐ Wage Order 6 - Laundry, Linen Supply, Dry Cleaning, and Dyeing Industry (#05106)
- ☐ Wage Order 7 - Mercantile Industry (#05107)
- ☐ Wage Order 8 - Industries Handling Products After Harvest (#05108)
- ☐ Wage Order 9 - Transportation Industry (#05109)
- ☐ Wage Order 10 - Amusement and Recreation Industry (#05110)
- ☐ Wage Order 11 - Broadcasting Industry (#05111)
- ☐ Wage Order 12 - Motion Picture Industry (#05112)
- ☐ Wage Order 13 - Industries Preparing Agricultural Products for Market on the Farm (#05113)
- ☐ Wage Order 14 - Agricultural Occupations (#05114)
- ☐ Wage Order 15 - Household Occupations (#05115)
- ☐ Wage Order 16 - On-Site Occupations in the Construction, Drilling, and Logging Industry (#05116)
- ☐ Wage Order 17 - Miscellaneous Employees (#05117)

SAFETY & HEALTH IN THE WORKPLACE POSTERS:

Available in **English (#85705)** and **Spanish (#86705)**

Poster date is **012023**

- ☐ **Required** California No Smoking Poster (#05745) Post at building entrances. (LC § 6405.5)
- ☐ **Required** Access to Medical and Exposure Records (T8 CCR 3204(g))
- ☐ **Recommended** Federal HCS Hazard Pictograms (T8 CCR 5194(c))
- ☐ **Recommended** Choking Rescue & CPR at a Glance (T8 CCR 3400)
- ☐ Safety Awareness Training and Safety Meetings (T8 CCR 3203(a))
- ☐ Model Injury & Illness Prevention Program (T8 CCR 3203)
- ☐ Hazard Communication Checklist (*Hazardous chemicals list*, T8 CCR 5194(h); *PPE equipment*, T8 CCR 3380; *Notification of exposure(s)*, T8 CCR 340.2)
- ☐ Hazardous Materials Quick Reference (T8 CCR 5194(e), (g)(8))
- ☐ **Recommended** Information about Workers' Compensation Fraud Notice (Cal. Lab. Code 5401.7)
- ☐ **Required** Cal/OSHA Safety and Health Protection on the Job (T8 CCR 340)
- ☐ **Required** Emergency Numbers (T8 CCR 1512(e), 8 CCR §3400)



ADDITIONAL MANDATORY CALIFORNIA WORKPLACE POSTERS: (CITY/COUNTY SPECIFIC)

- ☐ Alameda, CA Minimum Wage Poster (#05781- #05784)
- ☐ Belmont, CA Minimum Wage Poster (#05095)
- ☐ Berkeley, CA Minimum Wage Poster: (#05054 - #05059)
- ☐ Burlingame, CA Minimum Wage Poster: (#05813, #05814)
- ☐ Cupertino, CA Minimum Wage Poster: (#05080, #05098)
- ☐ Daly City, CA Minimum Wage Poster: (#05772, #05773)
- ☐ East Palo Alto, CA Minimum Wage Poster: (#05816, #05817)
- ☐ El Cerrito, CA Minimum Wage Poster (City of): (#05071, #05072, #05099)
- ☐ Emeryville, CA Minimum Wage & Paid Sick Leave: (#05720)
- ☐ Emeryville, CA Service Charge Poster (#05721)
- ☐ Emeryville, CA Fair Workweek Ordinance (#05094)
- ☐ Foster City, CA Minimum Wage Poster (#05826)
- ☐ Fremont, CA Minimum Wage Poster: (#05776)
- ☐ Half Moon Bay, CA Minimum Wage Poster: (#05806, #05807)
- ☐ Hayward, CA Minimum Wage Poster: (#05808, #05809)
- ☐ Los Altos, CA Minimum Wage Poster: (#05085, #05100))
- ☐ Los Angeles, CA Minimum Wage & Paid Sick Leave Poster (City of) :(#05067/13 language, (#05077/Bilingual, Add-on #05068)
- ☐ Los Angeles, CA Fair Chance Hiring Poster (Private employers with 10+ employees) (#05081)
- ☐ Los Angeles, CA Fair Chance Hiring Poster (City Contractors) (#05082)
- ☐ Los Angeles, CA Living Wage (City Contractors): (#05733)
- ☐ Los Angeles, CA Airport Living Wage (City of): (#05731)
- ☐ Los Angeles, CA Minimum Wage Poster (County of): (#05088)
- ☐ Los Angeles, CA (City of) Fair Work Week Poster (coming soon)
- ☐ Los Angeles, CA Renter Protections Notice (#05828)
- ☐ Malibu, CA Minimum Wage Poster: (#05079)
- ☐ Menlo Park, CA Minimum Wage Poster: (#05785)
- ☐ Milpitas, CA Minimum Wage Poster: (#05084)
- ☐ Mountain View, CA Minimum Wage Poster: (#05062, #05759)
- ☐ Novato, CA Minimum Wage Poster: (#05795)
- ☐ Oakland, CA Minimum Wage, Paid Sick Leave & Service Charge Poster: (#05060, #05061, #05757, #05760))
- ☐ Oakland, CA Hotel Workers Min Wage, Overtime, Workplace Violence: (#05790)
- ☐ Palo Alto, CA Minimum Wage Poster: (#05066, #05089)
- ☐ Pasadena, CA Minimum Wage Poster: (#05036/large 26+, #05090/small<26)
- ☐ Petaluma, CA Minimum Wage Poster: (#05786)



- ☐ Redwood City, CA Minimum Wage Poster: (#05767, #05768, #05789)
- ☐ Richmond, CA Minimum Wage Poster: (#05718, #05763)
- ☐ San Carlos, CA Minimum Wage Poster: (#05796)
- ☐ San Diego, CA Minimum Wage & Earned Sick Leave Poster: (#05075, #05076, #05788)
- ☐ San Francisco, CA Minimum Wage, Paid Sick Leave & Salary History Poster: (#05040, #05043)
- ☐ San Francisco, CA No Smoking Poster (#05041 - #05042)
- ☐ San Francisco, CA Family Friendly Workplace & Health Care Security Poster: (#05050)
- ☐ San Francisco, CA Fair Chance Ordinance Poster & Paid Parental Leave Poster: (#05051 - #05053); housing (#05052); contractors (#05053)
- ☐ San Francisco, CA Formula Retail Employee Rights Ord. Poster: (#05064)
- ☐ San Francisco, CA Employment Discrimination Poster: (#05775)
- ☐ San Jose, CA Minimum Wage Poster: (#05045, #05048, #05049)
- ☐ San Jose, CA Opportunity to Work Poster: (#05083)
- ☐ San Leandro, CA Living Wage Poster: (#05063)
- ☐ San Mateo, CA Minimum Wage Poster: (#05092, #05765)
- ☐ Santa Clara, CA Minimum Wage Poster: (#05065, #05766)
- ☐ Santa Monica, CA Minimum Wage and Paid Sick Leave Poster: (#05069)
- ☐ Santa Monica, CA Hotel Workers Living Wage, Paid Sick Leave and Service Charge Law Poster: (#05070)
- ☐ Santa Rosa, CA Minimum Wage Poster: (#05810, #05811)
- ☐ Sonoma, CA Minimum Wage Poster: (#05787)
- ☐ South San Francisco, CA Minimum Wage Poster: (#05791, #05792)
- ☐ Sunnyvale, CA Minimum Wage Poster: (#05719, #05751)
- ☐ West Hollywood, CA Minimum Wage Poster: (#05822, #05823)
- ☐ West Hollywood, CA Hotel Workers Minimum Wage Poster: (#05824, #05823)

CALIFORNIA INDUSTRY SPECIALTY POSTERS:

(See also California Prop 65 Poster list)

- ☐ **Required** California Dental Office Minimum Standards for Infection Control (#05210)
- ☐ **Required** California Notice of Licensure by the Dental Board (#05271)
- ☐ **Required** California Barbering and Cosmetology Labor Law Poster (#05700)
- ☐ **Required** California Barbering and Cosmetology Message to Consumer (05754)
- ☐ **Required** California Forklift Poster: Mandatory for businesses with forklift operators (#05605)
- ☐ **Required** California Tractor Safety Poster: Mandatory for businesses tractors (#05400)
- ☐ **Required** California Radiation Notice to Employees (#05200)
- ☐ **Required** California Human Trafficking Posters: Required for businesses in industries with a high incidence of human labor exploitation (#05734-#05743)
- ☐ **Required** California Notice to Customers Sale of Alcohol to Persons Under 21 Fines & Penalties Poster: Required for licensees selling alcoholic beverages for off-premises consumption (#05501)



- ☐ *Required* California Personal Rights Residential Care Facilities for the Elderly (#05747)
- ☐ *Required* California Resident's Rights Continuing Care Retirement Communities Poster (#05714)
- ☐ *Required* California Residential Care Facilities for the Elderly Complaint Poster (#05769)
- ☐ *Required* California Rights of Resident Councils Poster (#05711)
- ☐ *Recommended* California Control of Occupational Noise Exposure (#05242)
- ☐ *Recommended* California Preventing Musculoskeletal Injuries in Housekeepers Poster (#05255)

CALIFORNIA PROP 65 POSTERS:

REQUIRED EXPOSURES AND INDUSTRIES

- ☐ *Required* California Lead Warning Sign exceeding PEL) (8 CCR §15198(m)) (305217)
- ☐ *Required* California Prop 65 Designated Smoking Area Warning Sign (#05706)
- ☐ *Required* California Prop 65 Alcoholic Beverage Exposure Warning Sign (#05205)
- ☐ *Required* California Prop 65 Consumer Product Exposure Warning Sign (#05251)
- ☐ *Required* California Prop 65 Consumer Product Lead and Lead Compounds Warning Sign (#05215)
- ☐ *Required* California Prop 65 Dental Care Exposure Warning Sign (#05228)
- ☐ *Required* California Prop 65 Enclosed Parking Facility Exposure Warning Sign (#05232)
- ☐ *Required* California Prop 65 Service Station Exposure Warning Sign (#05234)
- ☐ *Required* California Prop 65 Vehicle Repair Facilities Exposure Warning Signs (#05236)
- ☐ *Required* California Prop 65 Petroleum Products Exposure Warning Sign (#05238)
- ☐ *Required* California Prop 65 Environmental Exposure Warning Sign (#05245)
- ☐ *Required* California Prop 65 Food and Non-Alcoholic Beverage Exposure for Restaurants Warning Sign (#05209)
- ☐ *Required* California Prop 65 Food Exposure Warning Sign (#05240)
- ☐ *Required* California Prop 65 Raw Wood Exposure Warning Sign (#05230)

ADDITIONAL CALIFORNIA POSTERS & PAMPHLETS:

- ☐ *Required* DIR Victims of Domestic Violence, Sexual Assault & Stalking (#05818, #05819)
- ☐ *Required* EDD State Disability Insurance Booklet (#05303, #05306)
- ☐ *Required* EDD Programs for the Unemployed Booklet (#05305, #05307)
- ☐ *Required* EDD Paid Family Leave Pamphlet (#05705, #05708)
- ☐ *Required* EDD CA Employee Tax/EITC Information (#05704, #05710)
- ☐ *Required* WCB Workers' Compensation Time of Hire Pamphlet (#05302, #05304)
- ☐ *Required* CRD Sexual Harassment Pamphlet (#05300, #05301) (alternative to SH Poster)
- ☐ *Required* CRD Sexual Harassment Poster (#05793, #05803) (alternative to SH Pamphlet)
- ☐ *Recommended* CRD Discrimination is Against the Law Pamphlet (#05308, #05309)
- ☐ *Recommended* CRD Family Rights Act Pamphlet (#05310, #05311)
- ☐ *Recommended* CRD Pregnancy Leave Pamphlet (#05314, #05315)



- ☐ *Recommended* CRD Employment Disability Discrimination Pamphlet (#05312, #05313)
- ☐ *Recommended* CRD Hate Violence Poster (#05703, #05815)
- ☐ *Recommended* CRD Hate Violence Pamphlet (#05749, #05750)
- ☐ *Recommended* CRD Fair Housing Poster (#05712, #05713)
- ☐ *Recommended* CRD Fair Housing Pamphlet (#05804, #05805)
- ☐ *Recommended* California Workers' Compensation Fraud Poster (#05752, #05753)
- ☐ *Recommended* CAL-OSHA Industrial Workplace Safety poster (#05600, #05601)
- ☐ *Recommended* California OSHA-Code of Safe Practices Poster (#05602, #05606)

CA FREE DOWNLOADS & DISTRIBUTION NOTICES:

- ☐ *Required* CA Wage Theft Prevention Act/Paid Sick Leave Notice (English)
- ☐ *Required* CA Wage Theft Prevention Act/Paid Sick Leave Notice (Spanish)
- ☐ *Required* CA Wage Theft Prevention Act/Paid Sick Leave Notice (Vietnamese)
- ☐ California EDD Unemployment Insurance Benefits—Education Institutions (English & Spanish)
- ☐ California Employees Withholding Allowance Certificate (DE 4)
- ☐ California Immigrant Worker Protection Act Notice to Employees (English & Spanish)
- ☐ California Information about Workers' Compensation Fraud
- ☐ California Report of New Employee(s) Form (DE 34)
- ☐ California Wage Theft Prevention Act/Paid Sick Leave Notice to Employee (English, Spanish, Vietnamese)
- ☐ Emeryville Business Official Notice (4 languages)
- ☐ Emeryville Fair Work Week Ordinance Acknowledgement (English)
- ☐ Employee Acknowledgement of Notification Regarding Production and use of Materials that may contain Chemicals (Bilingual)
- ☐ LA County Contractor Living Wage Notice to Employees Information Sheet (English, Spanish)
- ☐ LA County Contractor Notice to Employees Acknowledgement
- ☐ Los Angeles (City of) Notice to Employees Living Wage Ordinance (Bilingual)
- ☐ Los Angeles (City of) Fair Chance Initiative for Hiring Ordinance (FCIHO) – Individual Assessment and Reassessment Form (English)
- ☐ Los Angeles (City of) Fair Chance Initiative for Hiring Ordinance (FCIHO) – Complaint Intake Form (English & Spanish)
- ☐ Los Angeles Notice to Rescind Employment Offer Sample Letter (English)
- ☐ San Diego Earned Sick Leave & Minimum Wage Notification Form (5 languages)
- ☐ San Francisco Sample Lactation Accommodation Policy (4 languages)
- ☐ San Francisco Sample Lactation Accommodation Request Form (4 languages)