



## STATE POSTER REQUIREMENTS

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

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

## NEW AND UPDATED POSTERS:

- New required workplace posting for all California Barbering and Cosmetology Licensees.
- New sexual harassment poster.
- New right to vote poster.

## 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](#) ▪ [Spanish](#) ▪ [Chinese](#) ▪ [Korean](#) ▪ [Vietnamese](#)
- Transgender rights in the workplace poster
- Unemployment insurance registration notice  
[English](#) ▪ [Spanish](#)
- Unemployment insurance benefit poster  
[English](#) ▪ [Spanish](#) ▪ [Vietnamese](#)
- Time off to vote notice: employers must post this notice at least **10 days** before statewide elections.  
[English](#) ▪ [Spanish](#) ▪ [Chinese](#) ▪ [Vietnamese](#)
- 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](#)

# Required Workplace Posters California

- Sexual harassment poster  
[English](#)
- Sexual harassment fact sheet  
[English](#) ▪ [Spanish](#)
- Right to vote notice  
[English](#) ▪ [Spanish](#) ▪ [Chinese](#) ▪ [Hindi](#) ▪ [Japanese](#) ▪ [Khmer](#)  
[Korean](#) ▪ [Tagalog](#) ▪ [Thai](#) ▪ [Vietnamese](#)

## 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](#) ▪ [Spanish](#) ▪ [Chinese](#) ▪ [Korean](#) ▪ [Tagalog](#)  
[Vietnamese](#)

## EMPLOYERS SUBJECT TO SPECIFIC LAWS

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

- State OSHA poster: required for all employers subject to **Cal/OSHA**.  
[English](#) ▪ [Spanish](#)
- 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](#)
- 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.**

- 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](#)
- Required workplace posting for all California barbering and cosmetology licensees  
[English](#) ▪ [Spanish](#) ▪ [Vietnamese](#) ▪ [Korean](#)

## 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)  
[#1-2001](#) (Chinese)
- Wage order #2: personal services industry  
[#2-2001](#) (English)  
[#2-2001](#) (Spanish)  
[#2-2001](#) (Chinese)
- Wage order #3: canning, freezing and preserving industry  
[#3-2001](#) (English)  
[#3-2001](#) (Spanish)  
[#3-2001](#) (Chinese)
- Wage order #4: professional, technical, clerical, mechanical and similar occupations  
[#4-2001](#) (English)  
[#4-2001](#) (Spanish)  
[#4-2001](#) (Chinese)
- Wage order #5: public housekeeping industry  
[#5-2001](#) (English)  
[#5-2001](#) (Spanish)  
[#5-2001](#) (Chinese)
- Wage order #6: laundry, linen supply, dry cleaning and dyeing industry

# Required Workplace Posters California

- [#6-2001](#) (English)
- [#6-2001](#) (Spanish)
- [#6-2001](#) (Chinese)
- Wage order #7: mercantile industry
  - [#7-2001](#) (English)
  - [#7-2001](#) (Spanish)
  - [#7-2001](#) (Chinese)
- Wage order #8: industries handling products after harvest
  - [#8-2001](#) (English)
  - [#8-2001](#) (Spanish)
  - [#8-2001](#) (Chinese)
- Wage order #9: transportation industry
  - [#9-2001](#) (English)
  - [#9-2001](#) (Spanish)
  - [#9-2001](#) (Chinese)
- Wage order #10: amusement and recreation industry
  - [#10-2001](#) (English)
  - [#10-2001](#) (Spanish)
  - [#10-2001](#) (Chinese)
- Wage order #11: broadcasting industry
  - [#11-2001](#) (English)
  - [#11-2001](#) (Spanish)
  - [#11-2001](#) (Chinese)
- Wage order #12: motion picture industry
  - [#12-2001](#) (English)
  - [#12-2001](#) (Spanish)
  - [#12-2001](#) (Chinese)
- Wage order #13: industries preparing agricultural products for market, on the farm
  - [#13-2001](#) (English)
  - [#13-2001](#) (Spanish)
  - [#13-2001](#) (Chinese)
- Wage order #14: agricultural occupations
  - [#14-2001](#) (English)
  - [#14-2001](#) (Chinese)
  - [#14-2001](#) (Spanish)
- Wage order #15: household occupations
  - [#15-2001](#) (English)
  - [#15-2001](#) (Spanish)
  - [#15-2001](#) (Chinese)
- Wage order #16: certain on-site occupations in the construction, drilling, logging and mining industries
  - [#16-2001](#) (English)
  - [#16-2001](#) (Spanish)
  - [#16-2001](#) (Chinese)
- Wage order #17: miscellaneous employees
  - [#17-2001](#) (English)
  - [#17-2001](#) (Chinese)
  - [#17-2001](#) (Spanish)