

THE
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California Employers: New Poster to be Posted April 1, 2016

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Did you recently update your workplace posters? Time to do it again.

In *California*, all employers have obligations to satisfy workplace posting, such as posting information related to wages, hours and working conditions. The workplace posters must be placed in an area frequented by employees where these posters may be easily read during the workday.

As a result of new amended regulations pertaining to the **California Fair Employment and Housing Act (“FEHA”)** going into effect on April 1, 2016, certain covered employers must post a new poster on April 1, 2016. Employers with 5 or more employees (full-time or part-time) are covered by the FEHA and must post a specific notice, which replaces *Pregnancy Disability Leave (“PDL”) Notice A*. This new poster, titled “Your Rights and Obligations as a Pregnant Employee,” provides clarifications of the PDL, including, but not limited to, the following:

- Eligible employees are entitled up to four months of leave per pregnancy, and not per year;
- The four months means the working days the employee would normally work in one-third of a year or 17 1/3 weeks; and
- PDL does not need to be taken all at once, but can be taken on an as-needed basis as required by the employee’s health care provider.

For a copy of this poster, [click here](#).

Under the California Code of Regulations, “[a]ny FEHA-covered employer whose work force at any facility or establishment is comprised of 10% or more persons whose spoken language is not English shall translate the notice into every language that is spoken by at least 10 percent of the workforce.” The Spanish version of the foregoing notice should be available soon [here](#).

Any time employers are required to update their posters and/or new (or amended) regulations are issued, employers should take the opportunity to ensure their workplace posters and their employee handbooks and policies are up to date and compliant.

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