

# 2026 CALIFORNIA LABOR LAWS



This poster must be in a conspicuous place accessible to all employees.

This poster does not provide any legal advice and is distributed independently by each Journey Location. Poster up to date as of March 1, 2026

**Minimum Wage: \$16.90**  
**Tipped Minimum Wage: \$12.14**



## PLEASE POST NEXT TO YOUR IWC INDUSTRY OR OCCUPATION ORDER OFFICIAL NOTICE

### California Minimum Wage

Every employer, regardless of the number of employees, shall pay to each employee wages not less than the following:

**Effective January 1, 2026, Minimum Wage: \$16.90 per hour** \*See Sec. 2 below

**PREVIOUS YEARS**

**Effective January 1, 2025, Minimum Wage: \$16.50 per hour**  
**Effective January 1, 2024, Minimum Wage: \$16.00 per hour**  
**Effective January 1, 2023, Minimum Wage: \$15.50 per hour**

\*Employees treated as employees by a single qualified taxpayer pursuant to Revenue and Taxation Code section 23626 are treated as employees of that single taxpayer. To employees represented by a persons working in industries and occupations in the State of California.

**SUMMARY OF ACTIONS**

TAKE NOTICE that on April 4, 2016, the Governor of California signed legislation passed by the California Legislature, raising the minimum wage for all industries, (SB 350, State of 2016, amending section 1182 of the California Labor Code) and, in 2023, raised the minimum wage payable by certain Fast Food Restaurant employees (SB 1228, State of 2023) and Healthcare Facility employees (SB 255, State of 2023, SB 828, State of 2024, and SB 199, State of 2024). Pursuant to its authority under Labor Code section 1182.3, the Department of Industrial Relations amends and republishes Sections 2, 3, and 4 of the General Minimum Wage Order, MW-2026. Section 1, Applicability, and Section 4, Separability, have not been changed. Consistent with these amendments, amendments are made to the minimum wage, and the meals and lodging credits sections of all of the IWC's industry and occupation orders.

This summary must be made available to employees in accordance with the IWC's wages order. Copies of the full text of the amended wage orders may be obtained by downloading online at <https://www.dir.ca.gov/News/OfficeIndustries.htm> or by contacting your local Division of Labor Standards Enforcement office.

**1. APPLICABILITY**

The provisions of this Order shall not apply to outside salespersons and individuals who are the parent, spouse, or children of the employee previously contained in this Order and the IWC's industry and occupation orders. Exemptions and modifications provided by statute or in Section 1, Applicability, and in other sections of the IWC's industry and occupation orders may be used where such provisions are enforceable and applicable to the employee.

**2. MINIMUM WAGES**

Every employer shall pay to each employee wages not less than those stated above, on each effective date, per hour for all hours worked, except the following who shall pay no less than the specified minimum wage to each employee: fast food restaurant employees under Part 4.5.5 of Division 2 of the Labor Code commencing with Labor Code section 4174, effective April 4, 2024, and Healthcare Facility employees under Labor Code section 1182.14, effective October 16, 2024. Note: Supplement to this order containing minimum wage rates applicable to Fast Food Restaurant and Healthcare Facility employees, respectively, are available online at the website address in the Summary of Actions above.

**3. MEALS AND LODGING CREDITS - TABLE**

Meals or lodging may not be credited against the minimum wage unless a voluntary written agreement may be made between the employee and the employer. If the employee agrees to the credit, the amount so credited against the minimum wage shall not be more than the following:

EFFEKTIVE:	JANUARY 1, 2023	JANUARY 1, 2024	JANUARY 1, 2025	JANUARY 1, 2026
<b>LODGING</b>				
Room occupied above:	\$72.80/week	\$75.23/week	\$77.50/week	\$79.45/week
Room shared:	\$60.16/week	\$62.10/week	\$64.04/week	\$65.58/week
Apartment - two thirds (2/3) of the ordinary rental value, and in no event more than:	\$80.33/month	\$803.60/month	\$931.88/month	\$964.43/month
Where a couple are both employed by the employer, two thirds (2/3) of the ordinary rental value, and in no event more than:	\$1,294.83/month	\$1,336.65/month	\$1,378.49/month	\$1,411.85/month
<b>MEALS</b>				
Breakfast:	\$5.60	\$5.78	\$5.96	\$6.10
Lunch:	\$7.72	\$7.87	\$8.22	\$8.42
Dinner:	\$10.25	\$10.68	\$11.01	\$11.29

These Amendments to the Wage Orders shall be in effect as of January 1, 2026.

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## STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS

### Division of Workers' Compensation

#### Notice to Employees—Injuries Caused by Work

You may be entitled to workers' compensation benefits if you are injured or become ill because of your work. Workers' compensation covers most work-related physical or mental injuries and illnesses. An injury or illness can be caused by one event (such as hurting your back in a fall) or by repeated exposures (such as hurting your wrist from doing the same motion over and over).

**Benefits.** Workers' compensation benefits include:

- Medical Care:** Doctor visits, hospital services, physical therapy, lab tests, x-rays, and medicines that are reasonably necessary to treat your injury. You should never see a bill. There is a limit on some medical services.
- Temporary Disability (TD) Benefits:** Payments if you lose wages while recovering. For most injuries, TD benefits may not be paid for more than 104 weeks within five years from the date of injury.
- Permanent Disability (PD) Benefits:** Payments if your injury causes a permanent disability.
- Supplemental Job Displacement Benefit.** A nontransferable voucher payable to a state approved school if your injury arises on or after 1/1/04 and results in a permanent disability that prevents you from returning to work within 60 days after TD ends, and your employer does not offer you modified or alternative work.
- Death Benefits:** Paid to dependents of a worker who dies from a work-related injury or illness.

**Naming Your Own Physician Before Injury or Illness (Predesignation).** You may be able to choose the doctor who will treat you for a job injury or illness. If eligible, you must tell your employer in writing, the name and address of your personal physician or medical group before you are injured and your physician must agree to treat you for your work injury. For instructions, see the written information about workers' compensation that your employer is required to give to new employees.

**If You Get Hurt:**

- Get Medical Care.** If you need emergency care, call 911 for help immediately from the hospital, ambulance, fire department or police department. If you need first aid, contact your employer.
- Report Your Injury.** Report the injury immediately to your supervisor or to an employer representative. Don't delay. There are time limits. If you wait too long, you may lose your right to benefits. Your employer is required to provide you a claim form within one working day after learning about your injury. Within one working day after you file a claim form, your employer shall authorize the provision of all treatment, consistent with the applicable treating guidelines, for your alleged injury and shall be liable for up to ten thousand dollars (\$10,000) in treatment until the claim is accepted or rejected.

- See Your Primary Treating Physician (PTP).** This is the doctor with overall responsibility for treating your injury or illness. If you pre-designated by naming your personal physician or medical group before injury (see above), you may see him or her for treatment in certain circumstances. Otherwise, your employer has the right to select the physician who will treat you for the first 30 days. You may be able to switch to a doctor of your choice after 30 days. Different rules apply if your employer offers a Health Care Organization (HCO) or has a Medical Provider Network (MPN). You should receive information from your employer if you are covered by an HCO or MPN. Contact your employer for more information.
- Medical Provider Network.** Your employer may be using a MPN, which is a selected network of health care providers to provide treatment to workers injured on the job. If your employer is using a MPN, a MPN notice should be posted next to this poster to explain how to use the MPN. You can request a copy of this notice by calling the MPN number below. If you have pre-designated a personal physician prior to your work injury, then you may receive treatment from your pre-designated doctor. If you have not pre-designated and your employer is using a MPN, you are free to choose an appropriate provider from the MPN list after the first medical visit directed by your employer. If you are treating with a non-MPN doctor for an existing injury, you may be required to change to a doctor within the MPN. For more information, see the MPN contact information below:

Current MPN's toll free number: \_\_\_\_\_ MPN website: \_\_\_\_\_

MPN Effective Date: \_\_\_\_\_ Current MPN's address: \_\_\_\_\_

**Displacement.** It is illegal for your employer to punish or fire you for having a work injury or illness, for filing a claim, or testifying in another person's workers' compensation case. If proven, you may receive lost wages, job reinstatement, increased benefits, and costs and expenses up to limits set by the state.

**Questions?** Learn more about workers' compensation by reading the information that your employer is required to give you at time of hire. If you have questions, see your employer or the claims administrator (who handles workers' compensation claims for your employer):

Claims Administrator \_\_\_\_\_ Phone \_\_\_\_\_

Workers' compensation insurer \_\_\_\_\_ (Enter "self-insured" if appropriate)

Policy Expiration Date \_\_\_\_\_

If the workers' compensation policy has expired, contact a Labor Commissioner at the Division of Labor Standards Enforcement (DLSE).

You can also get free information from a State Division of Workers' Compensation Information & Assistance Office. The nearest Information & Assistance Office can be found at location: \_\_\_\_\_ or by calling toll-free (800) 736-7401. Learn more information about DWC and DLSE online: [www.dwc.ca.gov](http://www.dwc.ca.gov) or [www.dir.ca.gov/dlse](http://www.dir.ca.gov/dlse).

**False claims and false denials.** Any person who makes or causes to be made any knowingly false or fraudulent material statement or material representation for the purpose of obtaining or denying workers' compensation benefits or payments is guilty of a felony and may be fined and imprisoned.

Your employer may not be liable for the payment of workers' compensation benefits for any injury that arises from your voluntary participation in any off-duty, recreational, social, or athletic activity that is not part of your work-related duties.

## California Workplace - Know Your Rights

As a worker in California, you are entitled to know and exercise your workplace and constitutional rights, labor laws, including but not limited to standards for wages, hours, and health and safety, apply to all workers in the state regardless of immigration status.

**It is against the law for your employer to retaliate against you for exercising your rights, including:**

- Filing a complaint with the Labor Commissioner, Cal/OSHA, the Civil Rights Department, or another government agency.
- Asking about your employer's compliance with federal, state, or local law.
- Talking with others about their rights or helping them exercise their rights under federal, state, or local law.

Examples of illegal retaliation include firing you, reducing your work hours, or threatening to report you or a relative to immigration authorities because you exercised your rights.

**Workplace Protections Related to Immigration Status**

**Your right to Notice of Immigration Inspections (Labor Code § 90.2)**

If your employer receives notice of an upcoming immigration agency's inspection of I-9 Employment Eligibility Verification forms or other employment records, your employer must post a notice informing workers and their union representative, if applicable, within 72 hours of receiving that notice.

**Your right to designate an emergency contact (Labor Code § 1555)**

Your employer must allow you to provide them with emergency contact information and to indicate if you want the emergency contact to be notified if you are arrested or detained at work. If you are arrested or detained at work and your employer has knowledge of it, they must notify your designated emergency contact if you choose that option.

**Your right to organize a union or engage in protected activity in the workplace**

Most employees in California have the right to organize, join, or participate in union activities. Employees also have the right to jointly act with co-workers to address work-related issues and concerns to improve working conditions or for the purpose of collective bargaining. This means you have the right to join with co-workers to request better working conditions or raise work-related concerns, including about wages, hours, health and safety, and other terms of employment. You also have the right to not participate in union activities or protected activities. It is illegal for your employer to:

- Interfere with or discourage your union activity or protected activities.
- Threaten you, or retaliate or discriminate against you, because of your union support or protected activities.

**Your right to remain silent with law enforcement, including immigration agents, in the workplace**

California workers have certain rights and protections under the U.S. Constitution, regardless of their immigration status, including when law enforcement (including a federal immigration agent) approaches you. In addition, under California law, state and local law enforcement cannot assist federal agencies such as ICE with immigration enforcement in most circumstances.

**Your right to be free from unreasonable searches (U.S. Constitution, 4th Amendment)**

- If law enforcement, including immigration agents, ask if they can search you or your personal belongings, unless they have a judicial warrant specifically authorizing a search of your person or your personal belongings, you have the right to say no.
- If the officer conducts the search, even if you say no - remain calm, do not physically resist, and do not run.

Law enforcement can enter public areas without a warrant. Public areas may include a lobby, waiting room, public dining area, or parking lot of a workplace. In most circumstances, law enforcement needs a judicial warrant, signed by a judge, to enter non-public areas of your workplace without consent. Non-public areas may include a breakroom, employee restroom, workspace, or any area marked as employees only. Administrative forms, such as an I-9 or I-20, are not a judicial warrant.

In California, your employer is prohibited from providing voluntary consent to an immigration enforcement agent to enter non-public areas of the workplace. Without a judicial warrant, your employer must refuse entry to immigration enforcement to non-public areas of the workplace.

More detailed information can be found in the DOJ's and LCO's joint [Immigrant Worker Protection Act FAQs \(https://oag.ca.gov/system/files/media/b450-fags.pdf\)](https://oag.ca.gov/system/files/media/b450-fags.pdf).

**Your right to be free from unreasonable seizures (U.S. Constitution, 4th Amendment)**

- You are protected against unreasonable seizures, which includes detaining or arresting you.
- Law enforcement must have a reasonable suspicion of wrongdoing before they can stop and question or search you. You can ask "Am I being detained?" or "Am I free to leave?" If the officer says that you are not being detained or you are free to leave, then you can walk away calmly.
- An arrest requires probable cause and occurs when a person is taken into custody by law enforcement officers.
- Law enforcement agents do not need a judge-signed warrant to arrest someone in public.
- You have the right to speak to a lawyer if you are arrested. You may be pressured to sign documents. You do not have to sign anything without speaking to an attorney.

# WORKPLACE SAFETY CLASSIFICATION

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**If You Get Hurt:**

- Get Medical Care.** If you need emergency care, call 911 for help immediately from the hospital, ambulance, fire department or police department. If you need first aid, contact your employer.
- Report Your Injury.** Report the injury immediately to your supervisor or to an employer representative. Don't delay. There are time limits. If you wait too long, you may lose your right to benefits. Your employer is required to provide you a claim form within one working day after learning about your injury. Within one working day after you file a claim form, your employer shall authorize the provision of all treatment, consistent with the applicable treating guidelines, for your alleged injury and shall be liable for up to ten thousand dollars (\$10,000) in treatment until the claim is accepted or rejected.

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Current MPN's toll free number: \_\_\_\_\_ MPN website: \_\_\_\_\_

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Claims Administrator \_\_\_\_\_ Phone \_\_\_\_\_

Workers' compensation insurer \_\_\_\_\_ (Enter "self-insured" if appropriate)

Policy Expiration Date \_\_\_\_\_

If the workers' compensation policy has expired, contact a Labor Commissioner at the Division of Labor Standards Enforcement (DLSE).

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- You are protected against unreasonable seizures, which includes detaining or arresting you.
- Law enforcement must have a reasonable suspicion of wrongdoing before they can stop and question or search you. You can ask "Am I being detained?" or "Am I free to leave?" If the officer says that you are not being detained or you are free to leave, then you can walk away calmly.
- An arrest requires probable cause and occurs when a person is taken into custody by law enforcement officers.
- Law enforcement agents do not need a judge-signed warrant to arrest someone in public.
- You have the right to speak to a lawyer if you are arrested. You may be pressured to sign documents. You do not have to sign anything without speaking to an attorney.

## SAFETY AND HEALTH PROTECTION ON THE JOB