



CALIFORNIA EMPLOYERS REQUIRED TO POST NEW WORKERS' COMP NOTICE

By Christine H. Long

In California, all employers are subject to mandatory workplace posting requirements. Effective October 8, 2010, all persons or entities that employ at least one person in the state are required by the California Department of Workers' Compensation to revise and post the new "Notice to Employees – Injuries Caused by Work." The notice must be posted in a conspicuous place frequented by employees, such as a bulletin board by the time-clock or in the lunchroom. Penalties can be quite stiff if an employer fails to comply: a potential misdemeanor charge and/or up to \$7,000 in civil penalties. An employer may be cited for such a violation in connection with a workplace inspection for a totally unrelated purpose - such as an OSHA or a wage-and-hour matter.

Updated versions of the notice poster are available at <http://www.dir.ca.gov/dwc/NoticePoster.pdf>. Employers can also obtain professionally printed copies of the poster from their workers' compensation insurance claims administrator.

In addition, employers in California are now required to provide the new "Your Rights to Workers' Compensation Benefits" brochure to all new employees beginning work on or after the October 8, 2010 effective date. The brochure must be provided to all new employees after that date at the time of their hire or before the end of the first pay period.

*For more information, please contact:
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