

Do Your Workplace Posters and Employment Law Pamphlets Need a Spring Cleaning?

April 9, 2019

DFEH Family and Medical Leave and Pregnancy Leave Poster

As of April 1, 2019, California employers with 20 or more employees should make sure they have posted the Department of Fair Employment and Housing's ("DFEH") new [*Family Care and Medical Leave and Pregnancy Disability Leave notice \(DFEH-100-21/March 2019\)*](#). Previously, only employers with 50 or more employees were required to post the last version of the notice, which was named the *Family Care and Medical Leave (CFRA Leave) and Pregnancy Disability* notice.

Any required DFEH posters must be conspicuously displayed where they can be easily seen and read by all employees and job applicants, and the text must be large and legible enough to be easily read when posted. If 10 percent or more of a company's workforce speaks a language other than English, the posters must also be displayed in that language (or languages).

EDD Paid Family Leave and Disability Insurance Pamphlets

The Employment Development Department has also updated two pamphlets which must be provided to new employees as well as to employees taking a covered family leave of absence or a nonwork-related disability leave:

1. [*California Paid Family Leave*](#), and
2. [*Disability Insurance Provisions*](#).

Both of these pamphlets contain a new paragraph discussing program participants' option to receive wage replacement benefits via debit card or check.

For information regarding other posters, brochures and fact sheets published by the DFEH, please [visit this page](#).

We encourage you to reach out to a member of our Employment Law Group with any questions or concerns.

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