

GUIDE

to the Department of Industrial Relations



State of California
Department of
Industrial Relations

Department of Industrial Relations (DIR)

The California Department of Industrial Relations (DIR) protects and improves the health, safety and economic well-being of over 18 million workers in California and helps their employers understand and comply with state labor laws.

DIR was established in 1927 to improve workplace conditions. To achieve that mission, DIR administers and enforces laws governing wages, hours and breaks, overtime, paid sick leave, retaliation, workplace safety and health, apprenticeship training programs, as well as medical care and other benefits for injured workers. DIR also educates workers and employers on workplace rights and labor law requirements by publishing materials, hosting workshops and seminars, and organizing outreach events with community partners. The department also conducts research to improve its programs and leads multi-agency task forces to coordinate strategic enforcement of the underground economy.

Updated January 2023

Copyright © 2023 State of California, Department of Industrial Relations. Permission granted to display, perform, reproduce and distribute exclusively for nonprofit and educational purposes, and may not be used for any commercial purpose. All other rights reserved.

Table of Contents

Message from the Director.....	5
DIR's Mission and Organization	6
Labor Commissioner's Office	8
Division of Occupational Safety & Health (Cal/OSHA)	13
Division of Workers' Compensation	17
Division of Apprenticeship Standards	20
Office of Self-Insurance Plans (OSIP)	23
Labor Enforcement Task Force (LETF).....	24
Boards, Commissions and Programs	26
Office of External Affairs	28
Legislative Liaison Section	30

DIR was
established in
1927 to improve
workplace
conditions in
California.

A message from Katie S. Hagen

Director of the Department of Industrial Relations

Maintaining safe workplaces, ensuring fair pay and advancing economic opportunities—these are some of the core values California promotes for all workers and employers in the state. DIR helps achieve those goals through our robust enforcement, outreach and education efforts.

This guide explains our mission, the labor rights we enforce and how we do our work across different divisions, boards, commissions and programs.

I hope that you will find this helpful to learn about DIR and share with those that need to know about employers' responsibilities and workers' rights in California.

Katie S. Hagen

Director

Department of Industrial Relations



DIR's Mission and Organization



DIR's Mission

DIR's mission is to improve working conditions for California's wage earners and advance opportunities for fair and profitable employment. To achieve this mission, we educate workers and employers on their rights and responsibilities, ensure protections for health and safety in the workplace, vigorously enforce labor laws and safeguard the interests of injured workers and employers.



Core Principles

DIR's vision for California is set in the following core principles:

- All California workplaces are safe and healthful.
- All workers are paid fair wages and have expanded employment training opportunities.
- All occupational-related injuries are resolved equitably and efficiently.
- All businesses in California know their responsibilities and have equitable, clear paths to compliance.
- All workers in California know their rights, and have clear and accessible paths to exercise them.

DIR's Mission and Organization

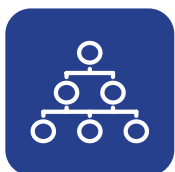


Core Values

The values that guide DIR's organization and actions are:

- Accountability – commitment to a willingness to accept responsibility.
- Integrity – commitment to being open, honest and ethical.
- Compassion – commitment to being empathetic and considerate.
- Diversity – commitment to seeking and respecting diverse perspectives.
- Customer Service – commitment to providing timely and quality customer service.
- Innovative – commitment to finding creative solutions to improve service delivery.

Read more about DIR's mission and values in the [Departmental Strategic Plan](#).



DIR's Organization

The Director of the Department of Industrial Relations oversees the activities of DIR's divisions, units, boards and commissions. The Office of the Director collaborates with policymakers and community leaders to improve working conditions and employment relations throughout California. Read more about [the Office of the Director](#), including work on research and legislative affairs.

In the following pages, read about the divisions, boards and commissions that fulfill DIR's mission.

View [DIR's Organizational Chart](#).



The Labor Commissioner's Office

The Labor Commissioner's Office

The Division of Labor Standards Enforcement (DLSE), more commonly known as the [Labor Commissioner's Office](#) (LCO), combats wage theft, protects workers from retaliation and educates the public to put earned wages into workers' pockets and help level the playing field for law-abiding employers. California's labor laws protect all workers, regardless of immigration status. The LCO does not ask for or require social security or immigration-related information.

The LCO investigates individual claims and complaints from workers about unpaid wages and retaliation, performs strategic investigations in the field for violations impacting groups of workers and promotes understanding of labor laws through outreach and education. The LCO also maintains a [list of required workplace postings](#).



Workers' Rights

- Be paid at least [the minimum wage](#) per hour,
- Accrue and use [paid sick leave](#),
- [Meal periods](#) and [rest breaks](#) as well as pay for [overtime](#) according to the law,
- [Protection from retaliation](#) for exercising labor rights, and more.

Read more about workers' rights on the LCO's website [WageTheftisCrime.com](#)

Wage theft

Workers in California have the right to [file a wage claim](#) when their employers do not pay them the wages or benefits they are owed.

Wage theft occurs when employers do not pay workers according to the law. Examples of wage theft include paying less than minimum wage, not paying workers overtime, not allowing workers to take meal and rest breaks, requiring off-the-clock work or taking workers' tips.

A wage claim starts the process to collect on unpaid wages or benefits. [Wage claims can be filed on-line](#), by email, by mail or in person by [contacting the Labor Commissioner's Office](#). The LCO's call center number for general information is 833-526-4636. Read more and get resources on [WageTheftisaCrime.com](#).

Widespread cases of wage theft impacting a group of workers should be reported to the LCO by filing a [report of labor law violation](#). The LCO's Bureau of Field Enforcement (BOFE) investigates these reports and performs strategic investigations to enforce statutes covering workers' compensation insurance coverage, child labor, cash pay, unlicensed contractors, Industrial Welfare Commission orders, as well as group claims involving minimum wage and overtime claims and criminal investigations.



The Labor Commissioner's Office helped [construction workers recover over \\$1.3 million](#) in unpaid wages and penalties after a Report of Labor Law Violations was filed.

Retaliation

Employees and employment applicants in California have the right to exercise their labor rights without retaliation or discrimination. The Labor Commissioner's Office enforces [more than 50 labor laws that specifically prohibit retaliation and discrimination](#), including Equal Pay Act violations. Learn [how to file a retaliation complaint](#).



[The Retaliation Complaint Investigation Unit](#) (RCI) investigates workplace retaliation complaints. Examples include:

- Termination, suspension, transfer or demotion
- Reduction in pay or hours
- Disciplinary actions or threats, including unfair immigration-related practices

Workplace discrimination complaints based on race, color, ancestry, religion, age (40 and over), disability, medical condition, genetic information, sex (including pregnancy), sexual orientation, marital status, military and veteran status or national origin (including language restrictions) should be filed with a separate department in the State of California known as the [Civil Rights Department](#).



Licensing and Registration

To keep workplaces fair in certain industries with licenses, the Labor Commissioner's Office also administers and renews licenses, permits and registrations in the agricultural, entertainment, garment, janitorial and car wash industries as well as certifying electricians. Learn more about [Registration Services](#) and [Electrician Certification](#).

Outreach and Education

The LCO administers the [Reaching Every Californian](#) public awareness campaign to make sure workers know their rights so they can exercise them. The campaign focused on underserved worker populations where labor laws occur more frequently through the efforts below.

- For employers: the Business Engagement Program (BEP) promotes fair and legal business practices and helps stakeholders in the fight to eliminate unfair competition with free trainings and resources. Employers are critical partners in identifying cases where law-abiding companies are systematically denied a level playing field. Contact the LCO at MakeItFair@dir.ca.gov with questions or to receive a training on workplace laws.
- For workers: the Workplace Rights Ambassador Program (WRAP) is an initiative to connect workers with community leaders through the LCO to eliminate barriers to accessing rights and protections. Email WRAP@dir.ca.gov to learn more or request a training.
- For young people: the Youth Advocate Program (YAP) focuses on reaching youth to provide tools so they can advocate for themselves and their families when experiencing wage theft and retaliation. To learn more and participate, email, YAP@dir.ca.gov.

Learn more about [LCO outreach and education](#).





Division of Occupational Safety & Health (Cal/OSHA)

Cal/OSHA

The Division of Occupational Safety and Health (DOSH), also known as [Cal/OSHA](#), protects and improves workplace safety and health conditions for workers in California. Cal/OSHA responds to complaints from workers, issues citations to employers to correct unsafe workplaces and works proactively to help employers and workers before accidents occur.

California administers the largest state OSHA plan in the nation and works to exceed its inspection goals to protect millions of workers each year. To achieve this mission, Cal/OSHA sets and enforces workplaces standards while also providing outreach and assistance.

There are many workplace conditions that employers must take steps to prevent from harming workers, including moving parts of machines and equipment, electrical hazards, falls, COVID-19, heat illness and wildfire smoke. [Cal/OSHA regulations apply to all industries in California and almost every workplace.](#)



Keep Workplaces Safe

- Employers in California must have written plans and train workers on preventing workplace hazards that can cause injury or illness.
- Cal/OSHA offers free assistance to help employers with developing safety programs.
- Workers in California have the right to talk about workplace hazards with employers and coworkers without retaliation.
- If hazards are not corrected, contact [Cal/OSHA](#). Cal/OSHA maintains complaint information confidential.





Consultation Services for Employers

[Cal/OSHA Consultation Services](#) provides free assistance to employers separate from citations and enforcement. [Contact Consultation Services](#) for an on-site visit or support through telephone or email.

File a Complaint with Cal/OSHA

All workers have the right to file a complaint with Cal/OSHA. This is an important way for Cal/OSHA to learn about workplace conditions so that employers can take steps to correct safety and health hazards. Cal/OSHA will maintain the name of complainant and information in the complaint as confidential.

[Learn about filing a complaint with Cal/OSHA by telephone or email.](#) If someone that is not a worker files a complaint, Cal/OSHA will look into it on behalf of the workers.



Outreach and Education

- [Cal/OSHA Publications](#) are a resource for training and educational materials in multiple languages on workplace hazards and prevention requirements.
- [The Cal/OSHA Training Academy](#) is one way for employers and workers to get training in English and Spanish on workplace safety and health topics. For training to be effective, employers must train their workers on information and procedures specific to their own workplaces in addition to general information covered in the Training Academy.
- [COVID-19 Guidance and Resources](#) are available for employers and workers to understand the latest requirements to protect workers from exposure to COVID-19 in the workplace.
- The [Heat Illness Prevention](#) and [Protection From Wildfire Smoke](#) public awareness campaigns provide free materials and resources on-line, and targeted advertisements across the state outdoors, on-line and on the radio to educate workers and employers about heat illness and wildfire smoke prevention.
- Cal/OSHA's Call Center has staff that answer general questions in English and Spanish during normal business hours from Monday to Friday: 833-579-0927.
- Be part of the rule making process by participating in a [Cal/OSHA Advisory Meeting](#) on draft workplace safety and health regulations.
- Engage with the leaders of Cal/OSHA and learn about recent activities at the [Advisory Committee Meeting](#) held several times throughout the year.

Public Safety and Workplace Operations

Cal/OSHA also administers programs to protect the public and riders on elevators, amusement rides and tramways. [Read more about Cal/OSHA's public safety units.](#)

Cal/OSHA keeps workplaces safe by issuing permits and investigating certain construction, asbestos, mining and tunneling, blasting, crane and other work. [Read more about registrations and permits issued by Cal/OSHA and DIR.](#)





Division of Workers' Compensation

Division of Workers' Compensation

When workers are injured or get ill on the job, they have the right in California to workers' compensation that pays for the medical care, provides partial wage replacements and other benefits.



The [Division of Workers' Compensation](#) (DWC) monitors the administration of workers' compensation claims to ensure the system is providing benefits to workers that need them. The workers' compensation process involves the worker and employer, the employee's treating physician, the employer's insurance provider, and if necessary, qualified medical professionals that will evaluate the case. If there is a dispute about the workers' compensation benefits, DWC provides judicial services to resolve the issue.

DWC's mission is to minimize the adverse impact of work-related injuries on employers and employees in California.

Employers

Workers' compensation is the nation's oldest social insurance program: It was adopted in most states, including California, in the early 1900s. The workers' compensation system is based on a trade-off between employers and employees. Employees are entitled to receive prompt, effective medical treatment for on-the-job injuries or illnesses no matter who is at fault and, in return, are prevented from suing employers in civil court over those injuries.

As a result, California employers are required by law to have workers' compensation insurance coverage, even if they have only one employee. If an employee suffers an on-the-job illness or injury, employers are required to pay for workers' compensation benefits. Workers' compensation provides basic benefits, including medical care, temporary disability benefits, permanent disability benefits, supplemental job displacement benefits and death benefits.

Most workers' compensation claims are resolved without any litigation. However, sometimes a disagreement can arise between the employer and the worker over issues such as whether the injury was sustained on the job or how much in benefits they are entitled to receive.

When a dispute arises, the Division of Workers' Compensation can help resolve it through its [Information and Assistance Unit](#) or by going before a judge at one of the division's local district offices.

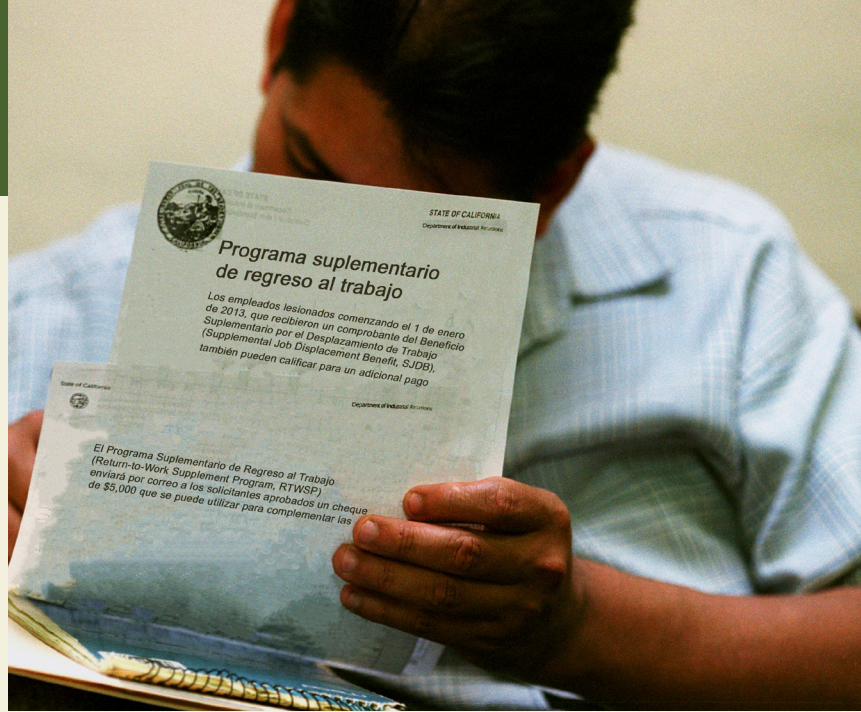
Read [more information on workers' compensation for employers](#).

Employees

[Workers' compensation benefits](#) are designed to provide employees with the medical treatment they need to recover from a work-related injury or illness, partially replace the wages they lose while recovering, and help them return to work. Workers' compensation benefits do not include payment for pain and suffering or punitive damages.

[The Workers' Compensation in California: A Guidebook for Injured Workers](#) is available in English and Spanish to help workers through the process.

For help and questions about workers' compensation, contact the [Information and Assistance Unit](#) or the DWC call center at 909-383-4522.



Anti-Fraud Unit

To improve the workers' compensation system and reduce costs, California is on the front lines of combating fraud. The Anti-Fraud Unit has been stopping millions of dollars of fraudulent claims from medical providers that are taking advantage of workers and the system.

This includes suspending physicians, practitioners or providers from participating in the Worker's Compensation system if they have been convicted of certain crimes, and staying liens of criminally charged providers.

To refer a physician, practitioner, or provider for suspension, or automatic lien stay, please contact the [Anti-Fraud Unit](#).





Division of Apprenticeship Standards

DIVISION OF
APPRENTICESHIP STANDARDS

DAS

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS

Division of Apprenticeship Standards

The [Division of Apprenticeship Standards](#) (DAS) consults with employers to develop a skilled workforce by establishing apprenticeship programs that offer training to create viable career pathways for Californians. There are [five district offices](#) across the state.

What is apprenticeship? It's a time-tested education and employment model that allows learners to earn money while they acquire valuable skills, experience, credentials and professional networks. At the same time, it is an innovative way for employers to meet their talent needs by partnering to develop that talent through apprenticeships. This means that apprentices know what they need to learn and employers map a pathway to success within their organizations.

DAS helps build a more equitable economy in California and create opportunities for upward mobility through apprenticeship. It's a way to level the playing field for workers and allow employers to develop a more diverse workforce. Apprenticeship can bridge the gap for underserved communities—women, people of color, justice-involved persons, people with disabilities, veterans, and youth—by providing a boost to workers looking to develop new skills and jump start their careers.



California has the largest apprenticeship system in the US, with over 90,000 active registered apprentices.

In 2018, Governor Gavin Newsom cited apprenticeship as one of his key workforce development strategies and set the goal of serving 500,000 apprentices by 2029. Though this challenge is unprecedented, DAS has risen to the challenge by expanding to non-traditional industries, diversifying traditional apprenticeship programs, and engaging youth and expanding pre-apprenticeship programs – all in an effort to help even more Californians take part in an economy that works for all of us.

Registered Apprenticeship

Registered apprenticeship is a workforce development model that combines education with paid on the job training:

- Paid on-the-job (OTJ) training – usually at least 2000 hours (1-year full time)
- Classroom-based, related and supplemental instruction (RSI) – minimum 144 hours

An apprentice is a full-time, paid employee of the sponsoring organization. The registered apprenticeship program culminates in a portable professional Registered Apprenticeship credential.

Apprenticeship Committees

The California Apprenticeship Council (CAC) oversees traditional apprenticeships in the building and fire trades.

Interagency Advisory Committee on Apprenticeship (IACA) Advises on new and innovative, sometimes referred to as “non-traditional” apprenticeships. It includes sectors such as healthcare, technology, education, advanced manufacturing, and any sector that is not the building and fire trades.

The California Youth Apprenticeship Committee is tasked specifically with creating clear definitions for youth apprenticeship and high school apprenticeship, developing guiding principles for the Youth Apprenticeship Grant Program and offering insight to the structure of the state’s work to expand youth apprenticeship.



Innovating Apprenticeship

The State of California is using the proven model of apprenticeship to advance opportunities in new industries and for underserved communities. This means creating pathways for careers in health care, advanced manufacturing, information technology, and more for women, people of color, people with disabilities, and other groups.

Explore these resources on advancing apprenticeship:

- The [Five-Point Action Plan](#) on expanding apprenticeship through new and revised policies.
- [Apprenticeship Innovation Funding \(AIF\)](#) is a new funding source as of July 2022 that is being developed to support apprenticeships in new industries.
- The [Equal Representation in Construction Grant \(ERiCA\)](#) is funding source to create pathways for women, non-binary and under served populations into careers in the building and construction sectors.

Office of Self-Insurance Plans (OSIP)

The [Office of Self-Insurance Plans](#) (OSIP) is a program within the Director's Office of the Department of Industrial Relations responsible for the oversight and regulation of workers' compensation self-insurance within California. OSIP is also responsible for establishing and ensuring that required security deposits are posted by self-insurers in amounts sufficient to collateralize against potential defaults by self-insured employers and groups.



Self-Insurance by the Numbers - 2021 Annual Report Statistics

- **\$283 Billion** total self-insured payroll
- **4.3 Million** CA Workers covered by self-insurance
- **1 in 8** CA Workers are covered by self-insurance
- **6,945** CA Employers are active self-insurers

Labor Enforcement Task Force (LETF)



The [Labor Enforcement Task Force](#) (LETF), under the direction of the Department of Industrial Relations, is a coalition of state government enforcement agencies that work together and in partnership with local agencies to combat the underground economy. In this joint effort, information and resources are shared to ensure employees are paid properly and have safe work conditions and honest, law-abiding businesses have the opportunity for fair competition.

LETF is committed to outreach and education and has produced [information for workers and employers](#) to ensure they know their rights and responsibilities. For a summary of enforcement activity and results, view the latest [LETF Legislative Report](#).

Public Works

LETF is leading a [new initiative to inspect publicly funded construction sites](#) to ensure employers provide workers' compensation insurance and follow labor laws, including applicable prevailing wage laws, skilled and trained workforce requirements, workplace health and safety requirements and apprenticeship standards. The enforcement effort includes teams from DIR's Cal/OSHA and Labor Commissioner's Office in collaboration with other enforcement partners.

Members of the public can [report illegal activities from employers on-line](#) or to the LETF Public Hot-line: (855) 297-5322.



LETF Members Include:

- [Division of Occupational Safety & Health \(Cal/OSHA\)](#)
- [Division of Labor Standards Enforcement \(DLSE\)](#)
- [Employment Development Department \(EDD\)](#)
- [Contractors State License Board \(CSLB\)](#)
- [California Department of Insurance \(CDI\)](#)
- [California Department of Tax and Fee Administration \(CDTFA\)](#)
- [Bureau of Automotive Repair \(BAR\)](#)
- [State Attorney General \(DOJ\)](#)
- [Alcoholic Beverage Control \(ABC\)](#)

Boards, Commissions & Programs

[The Commission on Health and Safety and Workers' Compensation \(CHSWC\)](#) is a joint labor-management body created by the workers' compensation reform legislation of 1993. CHSWC examines California's health and safety and workers' compensation systems, and recommends administrative or legislative modifications to improve their operation. CHSWC also administers programs like the Worker Occupational Safety and Health Training and Education Program (WOSHTEP), which sponsors workplace health and safety training programs and distributes educational materials on job safety.



Boards, Commissions & Programs



The mission of the [Occupational Safety and Health Standards Board \(OSHSB\)](#) is to promote, adopt and maintain reasonable and enforceable standards that will ensure a safe and healthful workplace for California workers. The board has seven members appointed by the Governor. The Standards Board's objective is to adopt reasonable and enforceable standards at least as effective as federal standards. OSHSB also has the responsibility to grant or deny applications for variances from adopted standards and respond to petitions for new or revised standards. The part-time, independent board holds monthly meetings throughout California and DIR team members work full-time to support the activities. Be part of the rule making process by joining one of [OSHSB's monthly meetings](#) where draft workplace safety and health regulations are discussed, or by participating in [ad hoc advisory committees](#) convened to consider revisions to Cal/OSHA safety orders in Title 8 of the California Code of Regulations.

The mission of the [Occupational Safety and Health Appeals Board](#) is to fairly, timely and efficiently resolve appeals of Cal/OSHA citations and to provide clear, consistent guidance to the public, thereby promoting workplace safety and health. A three-member judicial body appointed by the Governor and confirmed by the Senate handles appeals from private and public-sector employers regarding citations issued by the Division of Occupational Safety and Health for alleged violations of workplace safety and health laws and regulations.

The [Workers' Compensation Appeals Board \(WCAB\)](#) exercises judicial powers vested by the Labor Code in a reasonable and sound manner and provides guidance and leadership to the workers' compensation community through case opinions and regulations. The Workers' Compensation Appeals Board, a seven-member judicial body appointed by the Governor and confirmed by the Senate. Its major functions include review of petitions for reconsideration of decisions by workers' compensation administrative law judges of the Division of Workers' Compensation and regulation of the adjudication process by adopting rules of practice and procedure.

Office of External Affairs

The Office of External Affairs handles communications and outreach to promote awareness and compliance with labor laws and workplace requirements through education and engagement. This includes interacting with the news media, creating and promoting educational events and materials and more.



Media Inquiries

All inquiries from the news media are welcomed at 510-286-1161 or by email at Communications@dir.ca.gov.

See the latest news from the Department of Industrial Relations in the [Press Room](#).

Outreach and Education

Outreach and education are a fundamental part of DIR's mission. The Department of Industrial Relations provides essential information to educate workers on their rights and to help employers understand their responsibilities.

DIR participates in a wide range of outreach and educational events across the state, including in-

person and virtual events, to inform and educate the workforce and employers in California on workplace safety and health, labor laws, workers' compensation and more.

In 2022, DIR began overseeing the COVID-19 Workplace Outreach Project (CWOP), a statewide public education campaign that engages community-based organizations to educate workers and increase employers' awareness and understanding of workplace safety laws, paid sick leave rights and other COVID-19 related labor laws. The campaign is targeting six geographic regions with higher concentration of high-risk industries in agriculture, food processing, food services, janitorial, warehousing/logistics and manufacturing (including garment). There are 55 community-based organizations participating in CWOP.

To learn more about DIR's outreach and educational resources or to invite DIR to an event or request a presentation or educational training visit the department's [Outreach and Education webpage](#) and submit an [Outreach Request Form](#).



Team members from DIR engage in outreach and education across California with workers, employers and community groups.

Legislative Liaison Section for the California Assembly and Senate

DIR's [Office of Legislative and Regulatory Affairs \(OLRA\)](#) coordinates the legislative and rule making activities of DIR's divisions, boards and programs, and communicates on emerging issues with the Governor's Office, the Labor and Workforce Development Agency (LWDA), other government agencies, workers, employers and community stakeholders.

Contact DIR for Constituent Inquiries



OLRA also facilitates inquiries from members of the legislature or their staff who inquire on behalf of a constituent.

Submit constituent-related inquiries via email to LegInquiry@dir.ca.gov.

Please include the following information in your inquiry:

- Constituent's Name, Address, Phone Number
- If there is a claim/case – claim number
- Nature of the inquiry
- Any other information that may be helpful to provide a response

Upon receipt of the inquiry by email, OLRA assigns the inquiry to the division or unit within DIR that can best address the question. Response time varies depending on the nature of the request and information provided.

DIR does not ask for or require a constituent's social security number or immigration status when contacting our office to file a claim or complaint.

A constituent asking for a status update on a case who is represented by an attorney should consult with their attorney and not be directed to DIR or one of its divisions.

Index

Page 7

[Departmental Strategic Plan](#)

<https://www.dir.ca.gov/DirectorsOffice/Strategic-Plan.pdf>

[The Office of the Director](#)

https://www.dir.ca.gov/directors_office.html

[DIR's Organizational Chart](#)

https://www.dir.ca.gov/org_chart/org_chart.pdf

Page 9

[Labor Commissioner's Office \(LCO\)](#)

<https://www.dir.ca.gov/dlse/>

[List of required workplace postings](#)

<https://www.dir.ca.gov/wpnodb.html>

[The minimum wage](#)

https://www.dir.ca.gov/dlse/faq_minimumwage.htm

[Paid sick leave](#)

<https://www.dir.ca.gov/dlse/California-Paid-Sick-Leave.html>

[Meal periods](#)

https://www.dir.ca.gov/dlse/FAQ_MealPeriods.htm

[Rest breaks](#)

https://www.dir.ca.gov/dlse/FAQ_RestPeriods.htm

[Overtime](#)

https://www.dir.ca.gov/dlse/faq_overtime.htm

[Protection from retaliation](#)

<https://www.dir.ca.gov/dlse/HowToFileRetaliationComplaint.htm>

[WageTheftisCrime.com](#)

<https://wagetheftisacrime.com/labor-laws.html>

Page 10

[File a wage claim](#)

<https://www.dir.ca.gov/dlse/HowToFileWageClaim.htm>

[Wage claims can be filed on-line](#)

<https://www.dir.ca.gov/dlse/HowToFileWageClaim.htm>

[Contacting the Labor Commissioner's Office](#)

<https://www.dir.ca.gov/dlse/DistrictOffices.htm>

Page 10

[WageTheftisCrime.com](#)

<http://www.wagetheftisacrime.com/>

[Report of labor law violation](#)

<https://www.dir.ca.gov/dlse/HowToReportViolationtoBOFE.htm>

[Construction workers recover over \\$1.3 million](#)

<https://www.dir.ca.gov/DIRNews/2022/2022-105.html>

Page 11

[More than 50 labor laws that specifically prohibit retaliation and discrimination](#)

<https://www.dir.ca.gov/dlse/HowToFileLinkCodeSections.htm>

[How to file a retaliation complaint](#)

<https://www.dir.ca.gov/dlse/HowToFileRetaliationComplaint.htm>

[The Retaliation Complaint Investigation Unit](#)

<https://www.dir.ca.gov/dlse/dlseRetaliation.html>

[Civil Rights Department](#)

<https://civildrights.ca.gov/>

[Registration Services](#)

https://www.dir.ca.gov/dlse/Registration_Services.html

[Electrician Certification](#)

<https://www.dir.ca.gov/dlse/ECU/ElectricalTrade.html>

Page 12

[Reaching Every Californian](#)

<https://www.dir.ca.gov/dlse/outreach.html>

[MakeltFair@dir.ca.gov](#)

<mailto:MakeltFair@dir.ca.gov>

[WRAP@dir.ca.gov](#)

<mailto:WRAP@dir.ca.gov>

[YAP@dir.ca.gov](#)

<mailto:YAP@dir.ca.gov>

[LCO outreach and education](#)

<https://www.dir.ca.gov/dlse/outreach.html>

Index

Page 14

Cal/OSHA

<https://www.dir.ca.gov/dosh/>

Cal/OSHA regulations apply to all industries in California and almost every workplace

<https://www.dir.ca.gov/dosh/calosha-jurisdiction.html>

Page 15

Cal/OSHA Consultation Services

<https://www.dir.ca.gov/dosh/consultation.html>

Contact Consultation Services

https://www.dir.ca.gov/dosh/consultation_offices.html

Filing a complaint with Cal/OSHA

<https://www.dir.ca.gov/dosh/Complaint.htm>

Page 16

Cal/OSHA Publications

<https://www.dir.ca.gov/dosh/PubOrder.asp>

The Cal/OSHA Training Academy

<https://trainingacademy.dir.ca.gov/>

COVID-19 Guidance and Resources

<https://www.dir.ca.gov/dosh/coronavirus>

Heat Illness Prevention

<http://99calor.org/english.html>

Protection From Wildfire Smoke

<http://wildfiresmokecalifornia.org/>

Cal/OSHA Advisory Meeting

https://www.dir.ca.gov/dosh/DoshReg/advisory_committee.html

Advisory Committee Meeting

https://www.dir.ca.gov/dosh/doshreg/Cal_OSHAAdvisoryCommittee.html

Cal/OSHA's public safety units

<https://www.dir.ca.gov/dosh/PublicSafety.html>

Registrations and permits issued by Cal/OSHA and DIR

<https://www.dir.ca.gov/permits-licenses-certifications.html>

Page 18

Division of Workers' Compensation

<https://www.dir.ca.gov/dwc/>

Information and Assistance Unit

<https://www.dir.ca.gov/DWC/landA.html>

More information on workers' compensation for employers

<https://www.dir.ca.gov/dwc/Employer.htm>

Page 19

Workers' compensation benefits

<https://www.dir.ca.gov/dwc/InjuredWorker.htm>

The Workers' Compensation in California: A Guidebook for Injured Workers

<https://www.dir.ca.gov/injuredworkerguidebook/InjuredWorkerGuidebook.pdf>

Information and Assistance Unit

<https://www.dir.ca.gov/DWC/landA.html>

Anti-Fraud Unit

https://www.dir.ca.gov/fraud_prevention/Fraud-Prevention.htm

Page 21

Division of Apprenticeship Standards

<https://www.dir.ca.gov/das/das.html>

Five district offices

https://www.dir.ca.gov/das/das_contactUS.html

Page 22

Five-Point Action Plan

<https://www.dir.ca.gov/DAS/e-News/2022/Action-Plan-in-Place-for-Reaching-California-Apprenticeship-Goals.html>

Apprenticeship Innovation Funding

<https://www.dir.ca.gov/DAS/Grants/Apprenticeship-Innovation-Funding.html>

Equal Representation in Construction Grant

<https://www.dir.ca.gov/DAS/Grants/ERICA.html>

Index

Page 23

Office of Self-Insurance Plans

<https://www.dir.ca.gov/osip/>

Page 24

Labor Enforcement Task Force

<https://www.dir.ca.gov/letf/letf.html>

Information for workers and employers

https://www.dir.ca.gov/letf/Information_for_workers_and_employers.html

LETf Legislative Report

https://www.dir.ca.gov/letf/LETf_Legislative_Reports.html

Page 25

New initiative to inspect publicly funded construction sites

<https://www.dir.ca.gov/letf/LETf-Public-Works-Enforcement.html>

Report illegal activities from employers on-line

https://www.dir.ca.gov/letf/Reporting_Unlawful_Activities.html

Division of Occupational Safety & Health (Cal/OSHA)

<https://www.dir.ca.gov/dosh/dosh1.html>

Division of Labor Standards Enforcement (DLSE)

<https://www.dir.ca.gov/dlse/>

Employment Development Department (EDD)

<http://edd.ca.gov/>

Contractors State License Board (CSLB)

<http://www.cslb.ca.gov/>

California Department of Insurance (CDI)

<http://www.insurance.ca.gov/>

California Department of Tax and Fee Administration (CDTFA)

<http://www.cdtfa.ca.gov/>

Bureau of Automotive Repair (BAR)

<http://www.smogcheck.ca.gov/>

State Attorney General (DOJ)

<http://oag.ca.gov/>

Alcoholic Beverage Control (ABC)

<http://www.abc.ca.gov/>

Page 26

The Commission on Health and Safety and Workers' Compensation (CHSWC)

<https://www.dir.ca.gov/chswc/chswc.html>

Page 29

Communications@dir.ca.gov

<mailto:Communications@dir.ca.gov>

Press Room

<https://www.dir.ca.gov/mediaroom.html>

Outreach and Education webpage

<https://www.dir.ca.gov/outreach/>

Outreach Request Form

<https://www.surveygizmo.com/s3/1900428/Outreach-Request-Form>

Page 30

Office of Legislative and Regulatory Affairs (OLRA)

<https://www.dir.ca.gov/OLA/default.html>

Page 31

LegInquiry@dir.ca.gov

<mailto:LegInquiry@dir.ca.gov>

Page 35

DIR Careers website

<https://www.jobs.ca.gov/CalHRPublic/Search/JobSearchResults.aspx#depid=83&view=Grouped>

Cal Careers website

<https://www.jobs.ca.gov/CalHRPublic/Search/JobSearchResults.aspx#depid=83&view=Grouped>

Divisions and Boards



Occupational Safety and Health Appeals Board



Workers' Compensation Appeals Board



Join our team

Join our team by visiting our [DIR Careers website](#) and sharing the link. In our concerted efforts to expand equity and language access, we are exceptionally interested in bilingual candidates. View all open positions at DIR on the [Cal Careers website](#).