

**Exhibit A: Division of Labor Standards Enforcement
Calendar Year 2007 Retaliation Complaints Filed**

Labor Code	Description	Total
96(k)	Protects employees from loss of wages due to lawful conduct during nonworking hours.	23
98.6	Protects employee's right to file a claim with the Labor Commissioner.	738
230(a), (b), (c)	Protects employee's right to take time off to serve on a jury, appear as a witness in court or seek injunctive relief as a victim of domestic violence or sexual assault.	34
230.1	Protects employee's right to take time off to seek medical help as a victim of domestic violence or sexual assault (employers with 25 or more employees).	5
230.3	Protects employee's right to take time off to perform emergency duty as a volunteer firefighter, a reserve peace officer, or emergency rescue personnel.	1
230.8	Protects employee's right to take time off to attend child's school or licensed day care facility activities (employers with 25 or more employees).	6
232.5	Protects employee's right to discuss employer's working conditions.	13
233	Protects employee's ability to use sick leave (if provided by employer) to attend to an illness of a family member.	18
432.7	Protects disclosure of employee's arrest record if it did not result in a conviction.	12
1028	Protects employee's right to participate in an alcohol or drug rehabilitation program (employers with 25 or more employees).	10
1101 & 1102	Protects employee's right to engage political activity of the employee's choice.	3
1102.5	Protects employee's right to report violations or noncompliance with state or federal statute to government or law enforcement agencies.	180
1197.5	Protects employees from sex based wage discrimination.	12
2929(b)	Protects employees whose wages are garnished for payment of one judgment.	6
6310	Protects employee's right to file a complaint or initiate proceedings related to workplace safety and/or health conditions.	236
6311	Protects employee's right to refuse to perform work in a hazardous environment created by violation of occupational safety or health standards or safety orders.	16
1596.881	Protects employee's right to file a complaint or initiate proceedings related to licensing violations or other laws pertaining to child care facilities. (Health and Safety Code)	10
1237	Protects employee's right to seek information on unemployment insurance. (Unemployment Insurance Code)	9
	Total Violations Alleged	1,326
	Total Cases Filed	1,184