

**Exhibit A: Division of Labor Standards Enforcement
Calendar Year 2008 Retaliation Complaints Filed**

Labor Code	Description	Total
96(k)	Protects employees from loss of wages due to lawful conduct during nonworking hours.	4
98.6	Protects employee's right to file a claim with the Labor Commissioner.	720
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.	30
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).	4
230.2(b)	Protects employee's right to take time off to attend judicial proceedings as a victim of a crime or the family member of a victim of a crime.	1
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.	5
230.7	Protects employee's right to take time off to attend a child's school at the request of the instructor.	2
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).	1
232 (a) & (b)	Protects employee's right to disclose amount of wages and refuse to agree not to disclose wages.	5
232.5	Protects employee's right to discuss employer's working conditions.	2
233	Protects employee's ability to use sick leave (if provided by employer) to attend to an illness of a family member.	19
432.7	Protects disclosure of employee's arrest record if it did not result in a conviction.	7
1025-1028	Protects employee's right to participate in an alcohol or drug rehabilitation program (employers with 25 or more employees).	1
1041	Protects employee's right to enroll in an adult literacy education program (employers with 25 or more employees).	1
1102.5	Protects employee's right to report violations or noncompliance with state or federal statute to government or law enforcement agencies.	226
1197.5	Protects employees from sex based wage discrimination.	5
2929(b)	Protects employees whose wages are garnished for payment of one judgment.	6
2930	Protects employee's right to a copy of a shopping investigator's report prior to discharging or disciplining the employee based on that report.	5
6310	Protects employee's right to file a complaint or initiate proceedings related to workplace safety and/or health conditions.	179
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.	14
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)	9
1237	Protects employee's right to seek information on unemployment insurance. (Unemployment Insurance Code)	6
	Total Violations Alleged	1,252
	Total Cases Filed	1,122