

**Exhibit A: Division Of Labor Standards Enforcement
Calendar Year 2009 Retaliation Complaints Filed**

Labor Code	Description	Total
96(K)	For loss of wages as a result of engaging in lawful conduct during nonworking hours.	1
98.6	For filing or threatening to file a claim with the Labor Commissioner.	695
230(a) & (b)	For taking time off to serve on a jury or appear as a witness in court.	17
230(c)	For taking time off to seek medical help as a victim of domestic violence or sexual assault.	4
230.1	Employers with 25 or more employees, protects employee who is a victim of domestic violence or sexual assault for taking time off from work to obtain injunctive relief.	7
230.3	For taking time off to perform duties as a volunteer firefighter, police or rescue worker.	1
230.8	Employer with 25 or more employees; protects an employee for participating in school activities.	2
232(a) & (b)	For discussing or disclosing wages, and refusing to agree not to disclose wages.	2
233	Protects employee's ability to use sick leave to attend to illness of a family member.	27
432.7	Protects disclosure of employee's arrest record that did not result in a conviction.	3
1025-1028	Protects employee's right to participate in alcohol or drug program if 25 or more employees.	8
1101 & 1102	For engaging in political activity of the employee's choice.	3
1102.5	Protects employee's right to report violations or noncompliance with state or federal statute.	310
1197.5	Protects employees from sex based wage discrimination.	11
2929(b)	Protects employees whose wages are garnished for payment of <u>one</u> judgment.	4
2930	For failure to show employee a shopping investigator report before discipline or discharge.	1
6310	For complaining about or initiating proceedings relating to safety or health conditions.	165
6311	For refusing to perform work in an environment hazardous to the employee or coworkers.	11
1237	(UI Code). Protects employee's right to seek information on unemployment insurance.	28
IWC Orders 1 thru 13, Section 3 (C)(8), Order 16, Section 3(C) (7)	For expressing an opinion concerning an alternative workweek election.	2
Total Violations Alleged		1,302
Total Cases Filed		1,091