

EXHIBIT A

Division of Labor Standards Enforcement Calendar Year 2013 Retaliation Complaints Filed

Labor Code	Description	Total
96(K)	For loss of wages as a result of engaging in lawful conduct during nonworking hours.	9
98.6	For filing or threatening to file a claim with the Labor Commissioner.	1,068
230(a) & (b)	For taking time off to serve on a jury or appear as a witness in court.	18
230(c)	For taking time off to seek medical help as a victim of domestic violence or sexual assault.	5
230.1	For 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.	4
230.2(b)	Protects employees or family members of employees who are victims of a crime and allows these employees to take time off work to attend judicial proceedings.	1
230.7	For taking time off to attend a child's school at request of child's teacher.	1
230.8	For employers with 25 or more employees, protects employee for participating in school activities.	1
232.5	Protects employee's right to discuss employer's working conditions.	4
233	Protects employee's ability to use sick leave to attend to illness of a family member.	11
432.7	Protects disclosure of employee's arrest record that did not result in a conviction.	4
1101 & 1102	Protects employees engaging in political activity of their choice.	1
1102.5	Protects employee's right to report violations or noncompliance with state or federal statute.	409
1197.5	Protects employees from sex-based wage discrimination.	4
2929(b)	Protects employees whose wages are garnished for payment of <u>one</u> judgment.	2
2930	For employer's failure to show employee a shopping investigator* report before discipline or discharge.	4
6310	Protects employees who complain about or initiate proceedings relating to workplace safety or health conditions.	285
6311	Protects employees who refuse to perform work in an environment hazardous to the employee or co-workers.	37
1569.881	Health and Safety Code regarding licensing of childcare facilities.	10
1237	(UI Code). Protects employee's right to seek information on unemployment insurance.	19
6403.5	Protects health care workers for refusing to lift, reposition, or transfer a patient because of concerns about patient or worker safety or because of the lack of trained personnel or equipment.	2
	Total Cases Accepted for Investigation	1,605
	Total Violations Alleged for Cases Accepted†	1,899

*A shopping investigator is an investigator who focuses on commercial, retail, and service establishments, assessing (among other things) employees' honesty, integrity, and compliance with company policies.

† As a case may contain more than one alleged violation, the total number of violations is greater than the total number of cases.

EXHIBIT B

Division of Labor Standards Enforcement Calendar Year 2013 Disposition of Retaliation Cases

Disposition	Total	2009	2010	2011	2012	2013
Determinations Issued:	232					
Complaints Found Valid:	66	7	9	15	24	11
Complaints Dismissed:	166	10	19	36	78	23
Results of Cases with Findings for Employees:	66					
Compliance	3					
Non-Compliance	63					
Results of Non-Compliance:						
Court Filings	20					
Settlements	21					
Pending Settlement	9					
Awaiting Court Filing	13					
Closed/Abandoned	0					
Investigative Hearings Held:	2	0	0	0	0	2
Cases closed in 2013	1,270					