OFFICIAL NOTICE

INDUSTRIAL WELFARE COMMISSION

ORDER NO. 7-2001

REGULATING WAGES, HOURS AND WORKING CONDITIONS IN THE MERCANTILE INDUSTRY

Effective July 1, 2014 as amended

Sections 4(A) and 10(C) amended and republished by the Department of Industrial Relations, effective January 1, 2019 pursuant to SB 3, Chapter 4, Statutes of 2016 and section 1182.13 of the Labor Code

This Order Must Be Posted Where Employees Can Read It Easily
the workweek must, first and foremost, be examined and the amount of time the employee spends on such work, together with the proper
ly viewed as a means for carrying out exempt functions. The work actually performed by the employee during the course of 541.215. Exempt work shall include, for example, all work that is directly and closely related to exempt work and work which is properly
and non-exempt work shall be construed in the same manner as such terms are construed in the following regulations under the 1182.13 qualifications for an exemption from those sections:

The Department of Industrial Relations amends and republishes the minimum wage and meals and lodging credits in the California Labor Code. The amendments and republishing make no other changes to the IWC Orders. pursuant to section 1182.13 of the California Labor Code. The amendments and repub-
lishing make no other changes to the IWC Orders as a result of legislation enacted (B, Stats of 201, Chapter 4, section 1182.13) pursuant to section 1182.12 of the California Labor Code.

(WAGES, HOURS AND WORKING CONDITIONS IN THE MERCANTILE INDUSTRY)

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ORDER NO. 7-2001

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Please Post With This Side Showing
requirement.

The wages, hours, or terms and conditions of employment are determined in Labor Code Section 515(c) as 40 hours per week.

Wages for full-time employment shall be defined as:

-ary or artistic profession means any employee who is primarily engaged in the performance of duties which are intellectual or creative and that require the exercise of discretion and independent judgment. (iv) Who is primarily engaged in an occupation commonly recognized as a learned or artistic profession. (v) For the purposes of this section, a professional employee shall meet the criteria established for exemption as executive or administrative employees.

The pay rate shall be adjusted on October 1 of each year to be effective on January 1 of the following year by the amount equal to the percentage increase in the California Consumer Price Index for Urban Wage Earners and Clerical Workers. The application of systems analysis techniques and procedures, including consulting with users, to the design of, or to the implementation of, a new or altered computer program or system for which the consultant either develops the requisites or determines the specifications for the program or system is an essential part of or necessarily incident to any of the above work; or

Who is primarily engaged in the performance of duties for which certification is required pursuant to Article 7 (commencing with Section 2825) of Chapter 6 of Division 2 of the Business and Professions Code.

Who is engaged in the practice of one of the following: a lawyer, a doctor of medicine, a dentist, an optometrist, an architect, an engineer, a teacher, or an accountant; or

Who meets the requirements of subsection 1(A)(3)(a) of the Labor Code, as determined by the employer and the employee, shall be considered in determining whether the employee is exempt from the provisions of this section. The employer and the employee shall make written and oral statements to that effect which the employer shall be required to retain as evidence of the employee's employment and the employer's compliance with this section.

Who is licensed or certified by the State of California and is primarily engaged in the practice of one of the following: a lawyer, a doctor of medicine, a dentist, an optometrist, an architect, an engineer, a teacher, an accountant, a pharmacist, or a nurse employed to engage in the practice of nursing, shall not be considered exempt professional employees. (iii) The employee is primarily engaged in work that is intellectual or creative and that requires the exercise of discretion and independent judgment. (iv) The employee is highly skilled and is proficient in the theoretical and practical application of highly specialized information to computer systems analysis, programming, and software engineering. A job title shall not be used to determine whether the employee is engaged in professional work. Work requiring knowledge of an advanced type in a field or science or learning customarily acquired by a prolonged (often more than 4 years) course of specialized intellectual instruction and study, as distinguished from a general academic education and instruction; or

Whose work is predominantly intellectual and varied in character (as opposed to routine mental, manual, or physical work) and is of such character that the output produced or the result accomplished cannot be standardized in relation to a given period of time. The employee is primarily engaged in duties that consist of one or more of the following:

- The employee is primarily engaged in an occupation commonly recognized as a learned or artistic profession. For the purposes of this section, "learned or artistic profession" means an employee who is primarily engaged in the performance of duties for which certification is required pursuant to Article 8 (commencing with Section 2834) of Chapter 6 of Division 2 of the Business and Professions Code.

- The employee is primarily engaged in an occupation commonly recognized as a learned or artistic profession. For the purposes of this section, "learned or artistic profession" means an employee who is primarily engaged in the performance of duties for which certification is required pursuant to Article 8 (commencing with Section 2834) of Chapter 6 of Division 2 of the Business and Professions Code.
for on screen media or who writes or provides content material intended to be read by customers, subscribers, or visitors to computer-related media such as the World Wide Web or CD-ROMs.

Documentation, promotional material, setup and installation instructions, and other similar written information, either for print or facsimile imagery for effects used in the motion picture, television, or theatrical industry.

The employer.

2. DEFINITIONS

The theoretical and practical application of highly specialized information to computer systems analysis, programming, and computer hardware and related equipment.

The provisions of this order shall not apply to any employees directly employed by the State or any political subdivision thereof, including any city, county, or special district.

(B) Except as provided in Sections 1, 2, 4, 10, and 20, the provisions of this order shall not apply to any employees directly employed by the State or any political subdivision thereof, including any city, county, or special district.

(C) The provisions of this order shall not apply to outside salespersons.

(D) The provisions of this order shall not apply to any employees directly employed by the State or any political subdivision thereof, including any city, county, or special district.

(E) The provisions of this order shall not apply to any employees directly employed by the State or any political subdivision thereof, including any city, county, or special district.

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(M) The provisions of this order shall not apply to any employees directly employed by the State or any political subdivision thereof, including any city, county, or special district.

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(O) The provisions of this order shall not apply to any employees directly employed by the State or any political subdivision thereof, including any city, county, or special district.

(P) The provisions of this order shall not apply to any employees directly employed by the State or any political subdivision thereof, including any city, county, or special district.

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(S) The provisions of this order shall not apply to any employees directly employed by the State or any political subdivision thereof, including any city, county, or special district.

(T) The provisions of this order shall not apply to any employees directly employed by the State or any political subdivision thereof, including any city, county, or special district.

(U) The provisions of this order shall not apply to any employees directly employed by the State or any political subdivision thereof, including any city, county, or special district.

(V) The provisions of this order shall not apply to any employees directly employed by the State or any political subdivision thereof, including any city, county, or special district.

(W) The provisions of this order shall not apply to any employees directly employed by the State or any political subdivision thereof, including any city, county, or special district.

(X) The provisions of this order shall not apply to any employees directly employed by the State or any political subdivision thereof, including any city, county, or special district.

(Y) The provisions of this order shall not apply to any employees directly employed by the State or any political subdivision thereof, including any city, county, or special district.

(Z) The provisions of this order shall not apply to any employees directly employed by the State or any political subdivision thereof, including any city, county, or special district.
(A) Daily Overtime - General Provisions

(1) No employer shall be deemed to have violated the daily overtime provisions by instituting, pursuant to the election procedures, an alternative workweek schedule that limits the number of hours an employee is required to work in any workday.

(2) Any agreement adopted pursuant to this section shall provide not less than two consecutive days off within a workweek.

(B) Alternative Workweek

(1) The employer shall make a reasonable effort to find a work schedule not to exceed eight (8) hours in a workday, in order to accommodate any affected employee who was eligible to vote in an election authorized by this section and who is unable to work the alternative workweek schedule established as the result of that election.

(2) An employer shall be permitted, but not required, to provide a work schedule not to exceed eight (8) hours in a workday. The employer shall provide the employee with at least six (6) work days in any workweek.

(3) An employer shall explore any available reasonable alternative means of accommodating the religious belief or observance of an affected employee that conflicts with an adopted alternative workweek schedule, in the manner provided by subdivision (j) of Section 12940 of the Government Code.

(4) An employer shall not reduce an employee's work hours as of July 1, 1999, that alternative workweek schedule was based on an individual agreement made after January 1, 1998 between the employee and employer, and the employee submitted, and the employer reported the agreement to the Office of Policy, Research and Legislation by January 1, 2001, in accordance with the requirements of subsection (C) below (Election Procedures). If an employee was voluntarily working an alternative workweek schedule established by the election, the employee may, with the approval of the employer, move from one menu of work schedule options to another.

(C) Election Procedures

(1) Each proposal for an alternative workweek schedule shall be in the form of a written agreement proposed by the employer. The proposed agreement must designate a regularly scheduled alternative workweek in which the specified number of work days and work hours are regularly recurring. The actual days worked within that alternative workweek schedule need not be regularly recurring.

(2) Any agreement adopted pursuant to this section shall provide not less than two consecutive days off within a workweek.

(3) A menu of work schedule options, from which each employee in the unit would be entitled to choose, shall be provided. If the employer proposes a menu of work schedule options, the employee may, with the approval of the employer, move from one menu option to another.

(4) An employer shall be permitted, but not required, to provide a work schedule not to exceed eight (8) hours in a workday. The employer shall provide the employee with at least six (6) work days in any workweek.

(5) An employer shall be permitted, but not required, to provide a work schedule not to exceed eight (8) hours in a workweek. Employment beyond eight (8) hours in any workday or more than six (6) days in any workweek is permissible provided the employee is compensated for such overtime at not less than:

(6) An employer shall make a reasonable effort to find a work schedule not to exceed eight (8) hours in a workday, in order to accommodate any employee who is hired after the date of the election and who is unable to work the alternative workweek schedule established by the election.

(6) An employer shall make a reasonable effort to find a work schedule not to exceed eight (8) hours in a workday, in order to accommodate any employee who is hired after the date of the election and who is unable to work the alternative workweek schedule established by the election.
adult are subject to subsection (A) or (B) and (C) above.

minors 16 or 17 years old who are not required by law to attend school and may therefore be employed for the same hours as an

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may include all employees in a readily identifiable work unit, such as a division, a department, a job classification, a shift, a separate
during regular working hours at the employ

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physical location, or a recognized subdivision of any such work unit. A work unit may consist of an individual employee as long as

consume such food or drink.

employees of not less than 30 percent more than the state minimum wage.

the criteria for an identifiable work unit in this subsection are met.

purpose of discussing the effects of the alternative workweek schedule. An employer shall provide that disclosure in a non-English

language, as well as in English, if at least five (5) percent of the affected employees primarily speak that non-English language.

shall make the election null and void.

and if the agreement provides premium wage rates for all overtime hours worked and a regular hourly rate of pay for those

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or more consecutive days; provided, however, that in each calendar month, the employee shall receive the equivalent of one (1)

workweek election or for opposing or supporting its adoption or repeal. However, nothing in this section shall prohibit an employer

and Legislation within 30 days after the results are final, and the report of election results shall be a public document. The

requirement regarding the equivalent of one (1) day

(2/3) vote of the affected employees shall be required to reverse the alternative workweek schedule. The election to repeal the

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et seq.
(A) Any employer who employs 26 or more employees shall pay to each employee wages not less than the following:
  (1) Ten dollars and fifty cents ($10.50) per hour for all hours worked, effective January 1, 2017;
  (b) Eleven dollars ($11.00) per hour for all hours worked, effective January 1, 2018;
  (c) Twelve dollars ($12.00) per hour for all hours worked, effective January 1, 2019; and
  (d) Thirteen dollars ($13.00) per hour for all hours worked, effective January 1, 2020.

(2) Any employer who employs 25 or fewer employees shall pay to each employee wages not less than the following:
  (a) Ten dollars ($10.00) per hour for all hours worked, effective January 1, 2016 through December 31, 2017;
  (b) Ten dollars and fifty cents ($10.50) per hour for all hours worked, effective January 1, 2018;
  (c) Eleven dollars ($11.00) per hour for all hours worked, effective January 1, 2019; and
  (d) Twelve dollars ($12.00) per hour for all hours worked, effective January 1, 2020.

Employees treated as employed by a single qualified taxpayer pursuant to Revenue and Taxation Code section 23626 are treated as employees of that single taxpayer.
total daily hours worked shall also be recorded. Meal periods during which operations cease and authorized rest periods need not be recorded.

(4) Total wages paid each payroll period, including value of board, lodging, or other compensation actually furnished to the employee.

(5) Total hours worked in the payroll period and applicable rates of pay. This information shall be made readily available to the employee upon reasonable request.

(6) When a piece rate or incentive plan is in operation, piece rates or an explanation of the incentive plan formula shall be provided to employees. An accurate production record shall be maintained by the employer.

(B) Every employer shall semimonthly or at the time of each payment of wages furnish each employee, either as a detachable part of the check, draft, or voucher paying the employee’s wages, or separately, an itemized statement in writing showing: (1) all deductions; (2) the inclusive dates of the period for which the employee is paid; (3) the name of the employee or the employee’s social security number; and (4) the name of the employer, provided all deductions made on written orders of the employee may be aggregated and shown as one item.

EFFECTIVE: JANUARY 1, 2017

For an employer who employs:

<table>
<thead>
<tr>
<th>LODGING</th>
<th>JANUARY 1, 2017</th>
<th>JANUARY 1, 2018</th>
<th>JANUARY 1, 2019</th>
<th>JANUARY 1, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>26 or More Employees</td>
<td>25 or Fewer Employees</td>
<td>26 or More Employees</td>
<td>25 or Fewer Employees</td>
<td>26 or More Employees</td>
</tr>
<tr>
<td>Room occupied alone</td>
<td>$49.38/week</td>
<td>$47.03/week</td>
<td>$51.73/week</td>
<td>$49.38/week</td>
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<tr>
<td>Room shared</td>
<td>$40.76/week</td>
<td>$38.82/week</td>
<td>$42.70/week</td>
<td>$40.76/week</td>
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<tr>
<td>Apartment — two thirds (2/3) of the ordinary rental value, and in no event more than</td>
<td>$593.05/month</td>
<td>$564.81/month</td>
<td>$621.29/month</td>
<td>$593.05/month</td>
</tr>
<tr>
<td>Where a couple are both employed by the employer, two thirds (2/3) of the ordinary rental value, and in no event more than</td>
<td>$877.27/month</td>
<td>$835.49/month</td>
<td>$919.04/month</td>
<td>$877.26/month</td>
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MEALS

<table>
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<tr>
<th></th>
<th>JANUARY 1, 2017</th>
<th>JANUARY 1, 2018</th>
<th>JANUARY 1, 2019</th>
<th>JANUARY 1, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Breakfast</td>
<td>$3.80</td>
<td>$3.62</td>
<td>$3.98</td>
<td>$3.80</td>
</tr>
<tr>
<td>Lunch</td>
<td>$5.22</td>
<td>$4.97</td>
<td>$5.47</td>
<td>$5.22</td>
</tr>
<tr>
<td>Dinner</td>
<td>$7.09</td>
<td>$6.68</td>
<td>$7.35</td>
<td>$7.01</td>
</tr>
</tbody>
</table>
11. MEAL PERIODS

Employers shall provide suitable lockers, closets, or equivalent for the safekeeping of employees' outer clothing during non-working hours. When the occupation requires a change of clothing, change rooms or equivalent space shall be provided in order that employees may change their clothing in reasonable privacy and comfort. These rooms or spaces may be adjacent to but shall be separate from toilet rooms and shall be kept clean.

12. REST PERIODS

Employers shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the rest period is not provided.

13. CHANGE ROOMS AND RESTING FACILITIES

Employers shall provide suitable lockers, closets, or equivalent for the safekeeping of employees' outer clothing during non-working hours. When the occupation requires a change of clothing, change rooms or equivalent space shall be provided in order that employees may change their clothing in reasonable privacy and comfort. These rooms or spaces may be adjacent to but shall be separate from toilet rooms and shall be kept clean.

14. SEATS

All working employees shall be provided with suitable seats when the nature of the work reasonably permits the use of seats. The employer shall make the seats available when not in use by the employees and shall not charge for them.

15. TEMPERATURE

The temperature maintained in each work area shall provide reasonable comfort consistent with industry-wide standards. Where the nature of the employment requires a temperature of less than 60° F., a heated room shall be provided to which employees may retire for warmth, and such room shall be maintained in a condition which provides reasonable comfort. Where the nature of the employment requires a temperature of more than 100° F., air conditioning or other suitable means shall be provided to reduce the temperature to a reasonable level.

B) If the temperature is not maintained as required, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the temperature is not maintained as required.

16. RESTROOMS

The employer shall provide suitable, private, and separate toilet rooms.

B) The employer shall provide suitable, private, and separate toilet rooms for each sex subordinate to each sex, and such rooms shall be kept clean.

17. MEAL PERIODS

Employers shall provide suitable lockers, closets, or equivalent for the safekeeping of employees' outer clothing during non-working hours. When the occupation requires a change of clothing, change rooms or equivalent space shall be provided in order that employees may change their clothing in reasonable privacy and comfort. These rooms or spaces may be adjacent to but shall be separate from toilet rooms and shall be kept clean.

18. WORKING CONDITIONS

All working employees shall be protected against excessive heat or humidity to a degree providing reasonable comfort. Where the nature of the employment requires a temperature of less than 60° F., a heated room shall be provided to which employees may retire for warmth, and such room shall be maintained in a condition which provides reasonable comfort.

B) If the temperature is not maintained as required, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the temperature is not maintained as required.

19. CHANGING ROOMS

The employer shall provide suitable, private, and separate toilet rooms.

B) The employer shall provide suitable, private, and separate toilet rooms for each sex subordinate to each sex, and such rooms shall be kept clean.

20. VIEWING RESTROOM FACILITIES

A) Employers shall provide suitable, private, and separate toilet rooms.

B) The employer shall provide suitable, private, and separate toilet rooms for each sex subordinate to each sex, and such rooms shall be kept clean.

21. WORKING CONDITIONS

All working employees shall be protected against excessive heat or humidity to a degree providing reasonable comfort. Where the nature of the employment requires a temperature of less than 60° F., a heated room shall be provided to which employees may retire for warmth, and such room shall be maintained in a condition which provides reasonable comfort.

B) If the temperature is not maintained as required, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the temperature is not maintained as required.

22. CHANGING ROOMS

The employer shall provide suitable, private, and separate toilet rooms.

B) The employer shall provide suitable, private, and separate toilet rooms for each sex subordinate to each sex, and such rooms shall be kept clean.

23. VIEWING RESTROOM FACILITIES

A) Employers shall provide suitable, private, and separate toilet rooms.

B) The employer shall provide suitable, private, and separate toilet rooms for each sex subordinate to each sex, and such rooms shall be kept clean.

24. WORKING CONDITIONS

All working employees shall be protected against excessive heat or humidity to a degree providing reasonable comfort. Where the nature of the employment requires a temperature of less than 60° F., a heated room shall be provided to which employees may retire for warmth, and such room shall be maintained in a condition which provides reasonable comfort.

B) If the temperature is not maintained as required, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the temperature is not maintained as required.

25. CHANGING ROOMS

The employer shall provide suitable, private, and separate toilet rooms.

B) The employer shall provide suitable, private, and separate toilet rooms for each sex subordinate to each sex, and such rooms shall be kept clean.

26. VIEWING RESTROOM FACILITIES

A) Employers shall provide suitable, private, and separate toilet rooms.

B) The employer shall provide suitable, private, and separate toilet rooms for each sex subordinate to each sex, and such rooms shall be kept clean.

27. WORKING CONDITIONS

All working employees shall be protected against excessive heat or humidity to a degree providing reasonable comfort. Where the nature of the employment requires a temperature of less than 60° F., a heated room shall be provided to which employees may retire for warmth, and such room shall be maintained in a condition which provides reasonable comfort.

B) If the temperature is not maintained as required, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the temperature is not maintained as required.

28. CHANGING ROOMS

The employer shall provide suitable, private, and separate toilet rooms.

B) The employer shall provide suitable, private, and separate toilet rooms for each sex subordinate to each sex, and such rooms shall be kept clean.

29. VIEWING RESTROOM FACILITIES

A) Employers shall provide suitable, private, and separate toilet rooms.

B) The employer shall provide suitable, private, and separate toilet rooms for each sex subordinate to each sex, and such rooms shall be kept clean.

30. WORKING CONDITIONS

All working employees shall be protected against excessive heat or humidity to a degree providing reasonable comfort. Where the nature of the employment requires a temperature of less than 60° F., a heated room shall be provided to which employees may retire for warmth, and such room shall be maintained in a condition which provides reasonable comfort.

B) If the temperature is not maintained as required, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the temperature is not maintained as required.

31. CHANGING ROOMS

The employer shall provide suitable, private, and separate toilet rooms.

B) The employer shall provide suitable, private, and separate toilet rooms for each sex subordinate to each sex, and such rooms shall be kept clean.

32. VIEWING RESTROOM FACILITIES

A) Employers shall provide suitable, private, and separate toilet rooms.

B) The employer shall provide suitable, private, and separate toilet rooms for each sex subordinate to each sex, and such rooms shall be kept clean.

33. WORKING CONDITIONS

All working employees shall be protected against excessive heat or humidity to a degree providing reasonable comfort. Where the nature of the employment requires a temperature of less than 60° F., a heated room shall be provided to which employees may retire for warmth, and such room shall be maintained in a condition which provides reasonable comfort.

B) If the temperature is not maintained as required, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the temperature is not maintained as required.

34. CHANGING ROOMS

The employer shall provide suitable, private, and separate toilet rooms.

B) The employer shall provide suitable, private, and separate toilet rooms for each sex subordinate to each sex, and such rooms shall be kept clean.

35. VIEWING RESTROOM FACILITIES

A) Employers shall provide suitable, private, and separate toilet rooms.

B) The employer shall provide suitable, private, and separate toilet rooms for each sex subordinate to each sex, and such rooms shall be kept clean.
Welfare Commission orders and reports of violations should be directed to the Labor Commissioner’s Office. A listing of offices is on the back of this wage order. For the address and telephone number of the office nearest you, information can be found on the internet at http://www.dir.ca.gov/DLSE/dlse.html or under a search for “California Labor Commissioner’s Office” on the internet or any other directory. The Labor Commissioner has offices in the following cities: Bakersfield, El Centro, Fresno, Long Beach, Los Angeles, Oakland, Redding, Sacramento, Salinas, San Bernardino, San Diego, San Francisco, San Jose, Santa Ana, Santa Barbara, Santa Rosa, Stockton, Van Nuys.
All complaints are handled confidentially. For further information or to file your complaints, contact the State of California at the following department offices:

**California Labor Commissioner's Office**, also known as, Division of Labor Standards Enforcement  |

<table>
<thead>
<tr>
<th>State</th>
<th>Office/DLSE</th>
<th>Address</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>BAKERSFIELD</td>
<td>Labor Commissioner's Office/DLSE</td>
<td>7718 Meany Ave., Bakersfield, CA 93308</td>
<td>661-587-3060</td>
</tr>
<tr>
<td>EL CENTRO</td>
<td>Labor Commissioner's Office/DLSE</td>
<td>1550 W. Main St., El Centro, CA 92243</td>
<td>760-353-0607</td>
</tr>
<tr>
<td>FRESNO</td>
<td>Labor Commissioner's Office/DLSE</td>
<td>770 E. Shaw Ave., Suite 222, Fresno, CA 93710</td>
<td>559-244-5340</td>
</tr>
<tr>
<td>LONG BEACH</td>
<td>Labor Commissioner's Office/DLSE</td>
<td>300 Oceangate, 3rd Floor, Long Beach, CA 90802</td>
<td>562-590-5048</td>
</tr>
<tr>
<td>LOS ANGELES</td>
<td>Labor Commissioner's Office/DLSE</td>
<td>320 W. Fourth St., Suite 450, Los Angeles, CA 90013</td>
<td>213-620-6330</td>
</tr>
<tr>
<td>OAKLAND – HEADQUARTERS</td>
<td>Labor Commissioner's Office/DLSE</td>
<td>1515 Clay Street, Room 801, Oakland, CA 94612</td>
<td>510-622-3273</td>
</tr>
<tr>
<td>REDDING</td>
<td>Labor Commissioner's Office/DLSE</td>
<td>250 Hemsted Drive, 2nd Floor, Redding, CA 96002</td>
<td>530-225-2655</td>
</tr>
<tr>
<td>SAN BERNARDINO</td>
<td>Labor Commissioner's Office/DLSE</td>
<td>464 West 4th Street, Room 348, San Bernardino, CA 92401</td>
<td>909-383-4334</td>
</tr>
<tr>
<td>SAN DIEGO</td>
<td>Labor Commissioner's Office/DLSE</td>
<td>7575 Metropolitan, Room 210, San Diego, CA 92108</td>
<td>619-220-5451</td>
</tr>
<tr>
<td>SAN FRANCISCO</td>
<td>Labor Commissioner's Office/DLSE</td>
<td>455 Golden Gate Ave. 10th Floor, San Francisco, CA 94102</td>
<td>415-703-5300</td>
</tr>
</tbody>
</table>

**EMPLOYERS:** Do not send copies of your alternative workweek election ballots or election procedures. Prevailing Wage Hotline (415) 703-4774

Only the results of the alternative workweek election shall be mailed to:

Department of Industrial Relations  |
Office of Policy, Research and Legislation  |
P. O. Box 420603  |
San Francisco, CA 94142-0603  |
(415) 703-4780