

2025 EMPLOYMENT NOTIFICATIONS BOOK AND LAMINATED POSTERS

#431.B.KIT – NOTIFICATION POSTING KIT #1 (CA EMPLOYMENT NOTIFICATIONS BOOK + FEDERAL EMPLOYMENT NOTIFICATIONS POSTERS) (REVISED JANUARY 2025)

CA EMPLOYMENT NOTIFICATIONS BOOK (11"x17")

- California Minimum Wage - MW-2025
- Healthy Workplaces/Healthy Families Act of 2014, Paid Sick Leave (PSL)
- Access to Medical and Exposure Records
- Agricultural Industrial Tractors (S 504)
- Field Sanitation Good Hygiene Practices
- Time Off to Vote (EC §14000)
- Pay Day Notice (DLSE 8)
- Whistleblowers are Protected
- Employee Housing Act (HCD 206)
- FLC Statement of Pay Rates (DLSE 445)
- IWC Order 14 (Ag Occupations) Eng. Only
- Voluntary Respirator Use
- Operating Rules for Industrial Trucks (S 503)
- Minor Children Notice
- Warning Notice
- Cal/OSHA – Safety and Health Protection on the Job
- Your Rights and Obligations as a Pregnant Employee (CRD-E09P)
- Transgender Rights in the Workplace (CRD-E04P-ENG)
- Sexual Harassment (CRD-185P-ENG)
- Family Care and Medical Leave (CFRA Leave) and Pregnancy Disability Leave (CRD-100-21ENG)
- California Law Prohibits Workplace Discrimination and Harassment CRD-E07P-ENG
- Human Trafficking Notice

Laminated Federal Employment Notifications Posters (27" X 38")

- Federal Minimum Wage (WH-1088)
- Employee Polygraph Protection Act (WH-1462)
- Know Your Rights: Workplace Discrimination is Illegal (Rev. 10/26/2023)
- Your Employee Rights Under the Family and Medical Leave Act (WH1420)
- Migrant and Seasonal Agricultural Worker Protection Act (WH1376)
- The Uniformed Services Employment and Reemployment Rights Act (USERRA)
- Worker Information - Terms and Conditions of Employment (WH 516)
- Housing Terms & Conditions (WH 521)
- Emergency Numbers (S-500)
- EDD Notice to Employees, UI, DI & PFL (DE 1857A)
- Notice to Employees, Unemployment Insurance Benefits (DE 1857D)
- WC Notice to Employees Injuries Caused by Work (DWC 7) Rev. 10/2024

#402.B.KIT - CA + FEDERAL EMPLOYMENT NOTIFICATIONS POSTERS KIT #2 (REVISED JANUARY 2025)

ALL CONTENT OF #431.B.KIT ON FIVE LAMINATED CA + FEDERAL EMPLOYMENT NOTIFICATIONS POSTERS (27" X 38") (REV. JANUARY 2025)

#428.B.PST – CALIFORNIA DEPARTMENT OF PESTICIDE REGULATION FORM A-8 (HANDLER SAFETY) AND A-9 (FARMWORKER SAFETY) JANUARY 2022 ENGLISH & SPANISH

- Safety Rules for Pesticide Handlers in Agricultural Settings (PSIS A-8)
- Pesticide Safety Rules for Farmworkers (A-9)

Order Online at www.FELS.net/Posters

Items Ordered	1 - 9	10 or more	Number Ordered	Subtotal
<input type="checkbox"/> Item #431.B.KIT: CA Employment Notifications Book + Federal Employment Notifications Posters Kit #1	\$225	\$180	_____	\$_____
<input type="checkbox"/> Item #402.B.KIT: CA + Federal Employment Notifications Posters Kit #2	\$225	\$180	_____	\$_____
<input type="checkbox"/> Item # 428.B.PST*: CA Dept. of Pesticide Regulation PSIS A-8 & A-9	\$45	\$36	_____	\$_____

(*NOTE: The CA Dept. of Pesticide Regulation PSIS A-8 & A-9 poster (Item # 428.B.PST) is required for employers who have employees who mix/load or apply pesticides or farmworkers who work in treated areas. It is not included in Kit #1 or Kit #2 and must be ordered separately.)

Payment Method: Check

Merchandise Total	\$_____
Subscriber Discount¹	\$_____
Total Subject to Handling Charges	\$_____
Handling Charges²	\$_____
Total Subject to CA Sales Tax	\$_____
CA Sales Tax³	\$_____
Total Due	\$_____

Check No: _____

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Name: _____

Company: _____

Shipping Address: Residential Commercial

Address: _____
(Mailing address)

City: _____ State: _____ Zip: _____

Phone: _____ E-Mail: _____

- ¹FELS Subscribers deduct 20% of subtotal.
- ²See Handling Chart
- ³Add 8¾% Sales Tax based on Taxable Subtotal

HANDLING CHARGES

\$0.01 - \$25:	\$7.50
\$25.01 - \$50:	\$10
\$50.01 - \$75:	\$12.50
\$75.01 - \$100:	\$15
\$100.01 - \$125:	\$17.50
\$125.01 - \$150:	\$20
\$150.01 - \$175:	\$22.50
\$175.01 - \$200:	\$25
\$200.01 - \$400:	\$30
\$400.01 - \$650:	\$35
\$650.01 - \$1,000:	\$42.50
\$1,000.01 - \$1,500:	\$50
\$1,500.01 - \$2,000:	\$60
Over \$2,000:	\$75/Per Box over 45 lbs.

Most posters are printed in English and Spanish.

PRICES ARE SUBJECT TO CHANGE WITHOUT NOTICE.

**Make Checks Payable to: FELS
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Email: fels@fels.net**



2025 EMPLOYMENT NOTIFICATIONS BOOK AND LAMINATED POSTERS

UPDATED for 2025! FELS California Employment Notifications Book and federal Laminated Posters.

FELS California Employment Notifications book and federal Laminated Posters contain the primary state and federal notices you must post for employees, many in English and Spanish, side by side. The California Notifications Book measures 11 x 17 inches; each poster measures 27 x 38 inches. Other posters are available to meet other specific requirements described below; see full listings of postings on each poster on the order form on the reverse.

NOTE: Recent guidance from the United States Department of Labor indicates that federal agencies expect all notices mandated by those agencies to be in the form of posters to be hung on a wall, a sheet of plywood affixed to a toilet trailer or heat illness shelter trailer or otherwise physically posted and that putting federally-required postings in any sort of book or binder is not acceptable for the purpose of fulfilling federal posting requirements. Guidance offered by the California Department of Industrial Relations indicates that books or binders will continue to be acceptable to furnish employees access to state-required postings.

To fulfill the federal posting mandate, FELS has re-engineered the Employment Notices Book & Posters product to shift all federal postings to physical, wall-hung posters. California-required postings will continue to be available in book form and you may purchase a California Employment Notifications book with laminated posters that will include all federally-mandated postings (Kit #1, below).

Alternatively, you may purchase five posters that include all federal and state postings (Kit #2, below). Postings will continue to be offered side-by-side in English and Spanish.

Notifications Posting Kit #1 includes all of the following:

CA Employment Notifications Book: CA Minimum Wage - MW-2025; Healthy Workplaces/Healthy Families; Act of 2014, Paid Sick Leave (PSL); Access to Medical and Exposure Records; Agricultural Industrial Tractors (S 504); Field Sanitation Good Hygiene Practices; Time Off to Vote (EC §14000); Pay Day Notice (DLSE 8); Whistleblowers are Protected; Employee Housing Act (HCD 206); and FLC Statement of Pay Rates (DLSE 445); CA IWC Order 14 (Ag Occupations **Eng. Only**); Voluntary Respirator Use; Operating Rules for Industrial Trucks (S 503); Minor Children Notice; Prop. 65 Warning Notice; Cal/OSHA – Safety and Health Protection on the Job; Your Rights and Obligations as a Pregnant Employee (CRD-E09P); Transgender Rights in the Workplace (CRD-E04P-ENG); Sexual Harassment (CRD-185P-ENG); Family Care and Medical Leave (CFRA Leave) and Pregnancy Disability Leave (CRD-100-21ENG); California Law Prohibits Workplace Discrimination and Harassment CRD-E07P-ENG; and Human Trafficking Notice. (Three CA notifications are included on the federal notifications posters for space reasons; see below.)

Federal Employment Notifications Posters: Federal Minimum Wage (WH 1088); Employee Polygraph Protection Act (WH 1462); Know Your Rights: Workplace Discrimination is Illegal (Rev. 10/26/2023); Your Employee Rights Under the Family and Medical Leave Act (WH1420) and Migrant and Seasonal Agricultural Worker Protection Act (WH1376); "The Uniformed Services Employment and Reemployment Rights Act (USERRA); Worker Information Terms and Conditions of Employment (WH 516); and Housing Terms & Conditions (WH 521); plus three CA notifications: Cal/OSHA Emergency Numbers (S-500); EDD Notice to Employees, UI, DI & PFL (DE 1857A) and Notice to Employees, Unemployment Insurance Benefits (DE 1857D).

Notifications Posting Kit #2 includes all contents of Notifications Kit #1 (all federal and CA employment notifications) on five laminated posters:

California Department of Pesticide Regulation Form A-8 (Handler Safety) and A-9 (Farmworker Safety) (English & Spanish): includes CA Pesticide Safety Information Series (PSIS A 8 & A-9) – English & Spanish: Must be displayed at work locations and used in fieldworker and handler training. This poster is not included in Kit #1 or Kit #2 and must be ordered separately.

Note: Employers of 5 or more employees must post *Your Rights and Obligations as a Pregnant Employee (CRD-E09P-ENG)* and *Family Care and Medical Leave CFRA (CRD-100-21ENG)*. The FELS 2025 Employment Notices posters and book furnish both notices; please mark through CRD-100-21ENG with a black felt tip marker if you employ fewer than 5 employees.

In addition to these notices, agricultural employers might also need to post:

IWC Order #4 (Professional, Technical, Clerical, Mechanical and Similar Occupations): This posting is available for free download. In agricultural operations, the following types of employees are among those covered by IWC Order #4: accountants, bookkeepers, carriers, cashiers, computer programmers and operators, dispatchers, guards, guides, laboratory and research workers, salespersons and secretaries.

IWC Order #8 (Industries Handling Products After Harvest): This posting is available for free download and covers operations handling products after harvest, at least some of which were not grown or otherwise produced by the employer. It typically covers commercial establishments that clean, dry, sort, pack, dehydrate, slaughter, ferment or pasteurize a commodity. Order No. 8 covers the office and transportation employees of such an employer.

IWC Order #13 (Industries Preparing Agricultural Products for Market, on the Farm): This posting is available for free download and covers operations engaged in an industry preparing on a farm, agricultural products for market. It typically covers an employer's employees who prepare for market, in either a fixed structure or on a moving packing plant on a farm, commodities grown or otherwise produced by that employer only, plus the employer's clerical employees and those who transport the commodities to market.

Wage Orders #4, 8, & 13 are available for free download at: <http://www.dir.ca.gov/iwc/wageorderindustries.htm>

Additional Information about FELS Employment Notifications Book and Laminated Posters

Human Trafficking / Slavery Notice (included in Kits #1 & #2): Specified types of businesses must post a notice urging the reader to report instances of slavery and human trafficking. Among those types of businesses are farm labor contractors. The notice must be posted conspicuously near the establishment's public entrance or elsewhere conspicuously where similar notices are customarily posted. The notice must be printed in English, Spanish and one other language that is the most widely spoken language in the county where the establishment is located and for which translation is mandated by the federal Voting Rights Act. Printed on glossy cardstock.

Farm Labor Contractor Rate of Compensation (included in Kits #1 & #2): CA-licensed farm labor contractors must prominently display at the worksite and on all vehicles used to transport employees the rate of compensation printed in English and Spanish. Laminated Poster. (Labor Code section 1695, subd. (a)(7).)

Shipping Options: Please call our office for handling charges on orders over \$650. Prices vary from standard rates based off dimensional weight and zone. Call (800) 753-9073 for a cost estimate.

FELS Newsletter Subscriber Discount: **FELS Newsletter** subscribers receive a 20% discount on selected items. Please enter your FELS CTR number on the order form to receive the 20% subscriber discount on your order. (Must be entered only once per order). Please do not use an invalid FELS CTR number. It will cause your order to be delayed or rejected. Your FELS CTR Number is located on the monthly **FELS Newsletter** mailing label.