

2026 California Restaurant Mandatory Workplace Postings Audit

Comprehensive 17-Notice Physical Display & Compliance Verification Checklist

Governing Regulation: California Department of Industrial Relations (DIR) | Cal/OSHA | CRD / FEHA | EDD | IWC Order 5-2001

Target Organization: ComplianceKitchen Resource Library (compliancekitchen.ai/guides/california-restaurant-labor-mandates/)

Upgrade Notice: Upgrade from manual poster monitoring to automated labor mandate compliance at compliancekitchen.ai/templates.

1. Physical Poster Display Requirements

California law requires mandatory workplace notices to be posted conspicuously in an accessible location frequented by all employees (e.g., main employee breakroom, prep area hallway, or near timeclocks). If 10% or more of your workforce speaks a language other than English (e.g., Spanish), notices must also be posted in that language.

2. The 17 Mandatory California & Federal Restaurant Postings

Notice #	Mandatory Workplace Notice	Issuing State/Federal Agency	Displayed?	Language(s) Verified
1	Official California Minimum Wage Order (MW-2026)	CA Labor Commissioner / DIR	☐ Yes ☐ No	☐ Eng ☐ Span
2	IWC Wage Order #5-2001 (Public Housekeeping Industry)	Industrial Welfare Commission	☐ Yes ☐ No	☐ Eng ☐ Span
3	Payday Notice (Labor Code § 207)	CA Labor Commissioner / DLSE	☐ Yes ☐ No	☐ Eng ☐ Span
4	Cal/OSHA Safety & Health Protection on the Job (S-5)	Cal/OSHA Title 8	☐ Yes ☐ No	☐ Eng ☐ Span
5	California Paid Sick Leave Notice (Healthy Workplaces)	CA Labor Commissioner / DIR	☐ Yes ☐ No	☐ Eng ☐ Span
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Notice #	Mandatory Workplace Notice	Issuing State/Federal Agency	Displayed?	Language(s) Verified
	Notice to Employees: UI, DI, and PFL (DE 1857A)	Employment Development Dept (EDD)	☐ Yes ☐ No	☐ Eng ☐ Span
7	Workers' Compensation Notice (Notice to Employees)	CA Division of Workers' Comp (DWC)	☐ Yes ☐ No	☐ Eng ☐ Span
8	California Law Prohibits Workplace Discrimination (CRD-E07P)	CA Civil Rights Department (CRD)	☐ Yes ☐ No	☐ Eng ☐ Span
9	Transgender Rights in the Workplace (CRD-E04P)	CA Civil Rights Department (CRD)	☐ Yes ☐ No	☐ Eng ☐ Span
10	Your Rights & Obligations as a Pregnant Employee (CRD-E00P)	CA Civil Rights Department (CRD)	☐ Yes ☐ No	☐ Eng ☐ Span
11	California Family Rights Act (CFRA) Notice (CRD-100)	CA Civil Rights Department (CRD)	☐ Yes ☐ No	☐ Eng ☐ Span
12	Whistleblower Protection Notice (Labor Code § 1102.8)	CA Labor Commissioner / DLSE	☐ Yes ☐ No	☐ Eng ☐ Span
13	Time Off to Vote Notice (Elections Code § 14001)	CA Secretary of State	☐ Yes ☐ No	☐ Eng ☐ Span
14	Federal Fair Labor Standards Act (FLSA / Federal Min Wage)	US Department of Labor (WHD)	☐ Yes ☐ No	☐ Eng ☐ Span
15	Federal Equal Employment Opportunity (EEOC "EEO is Law")	Equal Employment Opportunity Comm	☐ Yes ☐ No	☐ Eng ☐ Span
16	Federal Employee Polygraph Protection Act (EPPA)	US Department of Labor	☐ Yes ☐ No	☐ Eng ☐ Span
17	Federal Family and Medical Leave Act (FMLA - 50+ EE)	US Department of Labor (WHD)	☐ Yes ☐ No	☐ Eng ☐ Span

3. Local Municipal Wage & Labor Adders (City/County Check)

Jurisdiction	Local Ordinance Displayed	Current Local Minimum Wage	Verified ?
Los Angeles (City/Uninc)	LA Minimum Wage & Sick Leave Notice	Local Rate Configured	☐ Verified
San Francisco	SF Minimum Wage & Fair Workweek Posters	SF Local Rate Configured	☐ Verified
San Jose / Oakland / Berkeley	City-Specific Wage & Benefit Postings	Municipal Rate Configured	☐ Verified

Jurisdiction	Local Ordinance Displayed	Current Local Minimum Wage	Verified ?
San Diego / West Hollywood	Local Hotel / Restaurant Wage Notices	Local Rate Configured	[] Verified

Restaurant General Manager Audit Attestation

I hereby certify that all 17 mandatory state, federal, and local notices listed above are physically posted in an unobstructed, well-lit employee area and verified in applicable employee languages.

Establishment Name: _____

Manager Name: _____ **Signature:** _____ **Date:** _____

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