# CALIFORNIA LABOR CODE

## TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>GENERAL PROVISIONS</td>
<td>1-29.5</td>
</tr>
<tr>
<td>DIVISION 1. DEPARTMENT OF INDUSTRIAL RELATIONS</td>
<td></td>
</tr>
<tr>
<td>CHAPTER 1. GENERAL POWERS AND DUTIES</td>
<td>50-64.5</td>
</tr>
<tr>
<td>CHAPTER 1.5. MEDIATION</td>
<td>65-67</td>
</tr>
<tr>
<td>CHAPTER 2. INDUSTRIAL WELFARE COMMISSION</td>
<td>70-74</td>
</tr>
<tr>
<td>CHAPTER 3. COMMISSION ON HEALTH AND SAFETY AND WORKERS' COMPENSATION</td>
<td>75-78</td>
</tr>
<tr>
<td>CHAPTER 4. DIVISION OF LABOR STANDARDS ENFORCEMENT</td>
<td>79-107</td>
</tr>
<tr>
<td>CHAPTER 5. DIVISION OF WORKERS' COMPENSATION</td>
<td>110-139.6</td>
</tr>
<tr>
<td>CHAPTER 6. OCCUPATIONAL SAFETY AND HEALTH STANDARDS BOARD</td>
<td>140-147.2</td>
</tr>
<tr>
<td>CHAPTER 6.5. OCCUPATIONAL SAFETY AND HEALTH APPEALS BOARD</td>
<td>148-149.5</td>
</tr>
<tr>
<td>CHAPTER 7. DIVISION OF LABOR STATISTICS AND RESEARCH</td>
<td>150-156</td>
</tr>
<tr>
<td>CHAPTER 7.5. DIVISION OF OCCUPATIONAL SAFETY AND HEALTH</td>
<td>175-176</td>
</tr>
<tr>
<td>DIVISION 2. EMPLOYMENT REGULATION AND SUPERVISION</td>
<td></td>
</tr>
<tr>
<td>PART 1. COMPENSATION</td>
<td></td>
</tr>
<tr>
<td>CHAPTER 1. PAYMENT OF WAGES</td>
<td></td>
</tr>
<tr>
<td>Article 1. General Occupations</td>
<td>200-243</td>
</tr>
<tr>
<td>Article 2. Seasonal Labor</td>
<td>250-257</td>
</tr>
<tr>
<td>Article 3. Special Occupations</td>
<td>270-273</td>
</tr>
</tbody>
</table>
CHAPTER 2. ASSIGNMENT OF WAGES .......................... 300

CHAPTER 3. PRIVILEGES AND PERQUISITES

Article 1. Gratuities ............................................ 350-356
Article 2. Bonds and Photographs ........................... 400-410
Article 3. Contracts and Applications for Employment ... 430-435
Article 4. Purchases ............................................ 450-452

PART 2. WORKING HOURS

CHAPTER 1. GENERAL ............................................. 500-558
CHAPTER 2. RAILROADS ........................................ 600-607
CHAPTER 3. SMELTERS AND UNDERGROUND WORKINGS .......... 750-752.5
CHAPTER 4. LUMBER INDUSTRIES .............................. 800-801
CHAPTER 5. PHARMACIES ....................................... 850-856

PART 3. PRIVILEGES AND IMMUNITIES

CHAPTER 1. CONTRACTS AGAINST PUBLIC POLICY .............. 920-923
CHAPTER 2. SOLICITATION OF EMPLOYEES BY MISREPRESENTATION .... 970-977
CHAPTER 3. CLASS OF LABOR EMPLOYED; LABOR UNION INSIGNIA ...... 1010-1018
CHAPTER 3.5. CONTRACTORS ..................................... 1020-1024
CHAPTER 3.7. ALCOHOL AND DRUG REHABILITATION .............. 1025-1028
CHAPTER 3.8. LACTATION ACCOMMODATION .................... 1030-1033
CHAPTER 3.9. EMPLOYEE LITERACY ASSISTANCE .................. 1040-1044
CHAPTER 4. REEMPLOYMENT PRIVILEGES .......................... 1050-1057
CHAPTER 4.5. DISPLACED JANITOR OPPORTUNITY ACT ............. 1060-1065
CHAPTER 4.6. PUBLIC TRANSIT SERVICE CONTRACTS ................ 1070-1074
CHAPTER 5. POLITICAL AFFILIATIONS ............................ 1101-1106
CHAPTER 6. AGREEMENTS IN CONNECTION WITH TRADE DISPUTES ....... 1110
CHAPTER 7. JURISDICTIONAL STRIKES ............................ 1115-1122
CHAPTER 7.5. COLLECTIVE BARGAINING AGREEMENTS ............ 1126-1128
CHAPTER 8. PROFESSIONAL STRIKEBREAKERS

Article 1. Findings and Declarations ............................... 1130

Article 2. Definitions ........................................... 1132-1133

Article 3. Professional Strikebreakers ....................... 1134-1134.2

Article 4. Miscellaneous ...................................... 1136-1136.2

CHAPTER 9. PUBLIC TRANSPORTATION LABOR DISPUTES .......... 1137-1137.6

CHAPTER 10. UNLAWFUL ACTS DURING LABOR DISPUTES .......... 1138-1138.5

PART 3.5. AGRICULTURAL LABOR RELATIONS

CHAPTER 1. GENERAL PROVISIONS AND DEFINITIONS ........... 1140-1140.4

CHAPTER 2. AGRICULTURAL LABOR RELATIONS BOARD

Article 1. Agricultural Labor Relations Board: Organization .. 1141-1150

Article 2. Investigatory Powers ............................... 1151-1151.6

CHAPTER 3. RIGHTS OF AGRICULTURAL EMPLOYEES ............ 1152

CHAPTER 4. UNFAIR LABOR PRACTICES AND REGULATION OF SECONDARY BOYCOTTS ......................................... 1153-1155.7

CHAPTER 5. LABOR REPRESENTATIVES AND ELECTIONS .......... 1156-1159

CHAPTER 6. PREVENTION OF UNFAIR LABOR PRACTICES AND JUDICIAL REVIEW AND ENFORCEMENT ...................... 1160-1161

CHAPTER 6.5. CONTRACT DISPUTE RESOLUTION .................. 1164-1164.13

CHAPTER 7. SUITS INVOLVING EMPLOYERS AND LABOR ORGANIZATIONS 1165-1165.4

CHAPTER 8. LIMITATIONS ........................................ 1166-1166.3

PART 4. EMPLOYEES

CHAPTER 1. WAGES, HOURS AND WORKING CONDITIONS .......... 1171-1205

CHAPTER 2. OCCUPATIONAL PRIVILEGES AND RESTRICTIONS

Article 2. Minors .............................................. 1285-1312

CHAPTER 3. WORKING HOURS

Article 2. Minors .............................................. 1390-1399
CHAPTER 4. RELOCATIONS, TERMINATIONS, AND MASS LAYOFFS .......... 1400-1408

PART 5. CIVIL AIR PATROL ........................................... 1500-1507

PART 5.5. ORGAN AND BONE MARROW DONATION ....................... 1508-1513

PART 6. LICENSING

CHAPTER 3. FARM LABOR CONTRACTORS .............................. 1682-1699

CHAPTER 4. TALENT AGENCIES

Article 1. Scope and Definitions ........................................ 1700-1700.4

Article 2. Licenses .................................................... 1700.5-1700.22

Article 3. Operation and Management ............................... 1700.23-1700.47

CHAPTER 4.5. FEE-RELATED TALENT SERVICES

Article 1. Definitions ................................................... 1701

Article 2. Advance-Fee Talent Representation Service .......... 1702-1702.4

Article 3. Other Talent Services ................................. 1703-1703.6

Article 4. Remedies ................................................... 1704-1704.3

Article 5. General Provisions ....................................... 1705-1705.4

PART 7. PUBLIC WORKS AND PUBLIC AGENCIES

CHAPTER 1. PUBLIC WORKS

Article 1. Scope and Operation ...................................... 1720-1743

Article 1.5. Right of Action ......................................... 1750

Article 2. Wages ...................................................... 1770-1781

Article 3. Working Hours ........................................... 1810-1815

Article 5. Securing Workers' Compensation ....................... 1860-1861

CHAPTER 2. PUBLIC AGENCIES

Article 1. Municipal Employees ..................................... 1900-1901

CHAPTER 4. FIREFIGHTERS ............................................. 1960-1964

PART 8. UNEMPLOYMENT RELIEF

CHAPTER 1. EXTENSION OF PUBLIC WORKS ......................... 2010-2015
PART 8.5. CAR WASHES

CHAPTER 1. GENERAL PROVISIONS ........................................ 2050-2053
CHAPTER 2. REGISTRATION .................................................. 2054-2065
CHAPTER 3. SUCCESSORSHIP ............................................. 2066
CHAPTER 4. OPERATION ..................................................... 2067
CHAPTER 5. REPORTING ..................................................... 2068

PART 9. HEALTH

CHAPTER 1. SANITARY CONDITIONS

Article 1. Sanitary Standards ............................................. 2260
Article 2. Foundries and Metal Shops ................................. 2330-2331
Article 3. Factories and Business Establishments ................. 2350-2355
Article 5. General Health Provisions ................................. 2440-2441

PART 10. INDUSTRIAL HOMEWORK ................................. 2650-2667

PART 11. GARMENT MANUFACTURING

CHAPTER 1. GENERAL PROVISIONS ........................................ 2670-2674.2
CHAPTER 2. REGISTRATION .................................................. 2675-2684
CHAPTER 3. ARBITRATION ................................................... 2685-2692

PART 12. SHEEPHERDERS .................................................. 2695.1-2695.2

PART 13. THE LABOR CODE PRIVATE ATTORNEYS GENERAL ACT OF 2004 2698-2699.5

DIVISION 3. EMPLOYMENT RELATIONS

CHAPTER 1. SCOPE OF DIVISION ........................................... 2700

CHAPTER 2. EMPLOYER AND EMPLOYEE

Article 1. The Contract of Employment ............................... 2750-2752
Article 2. Obligations of Employer .................................... 2800-2810
Article 3. Obligations of Employee .................................... 2850-2866
Article 3.5. Inventions Made by an Employee ....................... 2870-2872
Article 4. Termination of Employment ............................... 2920-2929
PART 1. SCOPE AND OPERATION

CHAPTER 1. GENERAL PROVISIONS

CHAPTER 2. EMPLOYERS, EMPLOYEES, AND DEPENDENTS

Article 1. Employers

Article 2. Employees

Article 3. Dependents

Article 4. Employee Notice

CHAPTER 3. CONDITIONS OF COMPENSATION LIABILITY

CHAPTER 4. COMPENSATION INSURANCE AND SECURITY

Article 1. Insurance and Security

Article 2. Uninsured Employers Fund

Article 2.5. Self-Insurers' Security Fund

Article 3. Insurance Rights and Privileges

Article 4. Construction Permit

Article 5. Workers' Compensation Misrepresentations

CHAPTER 5. SUBROGATION OF EMPLOYER

CHAPTER 7. MEDICAL EXAMINATIONS

Article 2. Determination of Medical Issues

CHAPTER 8. ELECTION TO BE SUBJECT TO COMPENSATION LIABILITY

CHAPTER 9. ECONOMIC OPPORTUNITY PROGRAMS


Article 2. Benefits

Article 3. Adjustment of Claims

CHAPTER 10. DISASTER SERVICE WORKERS
CHAPTER 11. ASBESTOS WORKERS' ACCOUNT

Article 1. General Provisions ..................................... 4401-4406
Article 2. Benefits .................................................. 4407-4411
Article 3. Collections ............................................. 4412-4418

PART 2. COMPUTATION OF COMPENSATION

CHAPTER 1. AVERAGE EARNINGS ................................. 4451-4459
CHAPTER 2. COMPENSATION SCHEDULES

Article 1. General Provisions ..................................... 4550-4558
Article 2. Medical and Hospital Treatment ..................... 4600-4614.1
Article 2.3. Medical Provider Networks .......................... 4616-4616.7
Article 2.5. Medical-Legal Expenses ............................ 4620-4628
Article 3. Disability Payments .................................... 4650-4664
Article 4. Death Benefits .......................................... 4700-4709
Article 4.5. Public Official Death Benefits ....................... 4720-4728
Article 5. Subsequent Injuries Payments ......................... 4751-4755
Article 6. Special Payments to Certain Persons .............. 4800-4820
Article 7. City Police and Firemen, Sheriffs, and Others ..... 4850-4856

PART 3. COMPENSATION CLAIMS

CHAPTER 1. PAYMENT AND ASSIGNMENT ..................... 4900-4909.1
CHAPTER 2. COMPROMISE AND RELEASE ....................... 5000-5006
CHAPTER 3. LUMP SUM PAYMENTS .............................. 5100-5106
PART 3.5. ARBITRATION ............................................ 5270-5278

PART 4. COMPENSATION PROCEEDINGS

CHAPTER 1. JURISDICTION .......................................... 5300-5318
CHAPTER 2. LIMITATIONS OF PROCEEDINGS ................... 5400-5413
CHAPTER 2.3. WORKERS' COMPENSATION--TRUTH IN ADVERTISING ..... 5430-5434
CHAPTER 2.5. ADMINISTRATIVE ASSISTANCE ................... 5450-5455
CHAPTER 3. APPLICATIONS AND ANSWERS .................. 5500-5507
CHAPTER 4. ATTACHMENTS ................................. 5600-5603
CHAPTER 5. HEARINGS ........................................ 5700-5710
CHAPTER 6. FINDINGS AND AWARDS ..................... 5800-5816
CHAPTER 7. RECONSIDERATION AND JUDICIAL REVIEW
  Article 1. Reconsideration ............................... 5900-5911
  Article 2. Judicial Review ............................... 5950-5956
  Article 3. Undertaking on Stay Order ................... 6000-6002
DIVISION 4.5. WORKERS' COMPENSATION AND INSURANCE: STATE EMPLOYEES NOT OTHERWISE COVERED
CHAPTER 1. GENERAL PROVISIONS ....................... 6100-6101
CHAPTER 2. DIRECT PAYMENTS ............................ 6110-6115
CHAPTER 3. INSURANCE .................................... 6130-6131
CHAPTER 4. BENEFITS AND PROCEDURE .................. 6140-6149
DIVISION 4.7. RETRAINING AND REHABILITATION ............ 6200-6208
DIVISION 5. SAFETY IN EMPLOYMENT
PART 1. OCCUPATIONAL SAFETY AND HEALTH
CHAPTER 1. JURISDICTION AND DUTIES .................. 6300-6332
CHAPTER 2. EDUCATION AND RESEARCH .................. 6350-6359
CHAPTER 2.5. HAZARDOUS SUBSTANCES INFORMATION AND TRAINING
  Article 1. General Provisions ......................... 6360-6363
  Article 2. Definitions ................................ 6365-6374
  Article 3. Hazardous Substances ....................... 6380-6386
  Article 4. Duties ...................................... 6390-6399.2
  Article 5. Liability and Remedies ..................... 6399.5-6399.7
CHAPTER 3. RESPONSIBILITIES AND DUTIES OF EMPLOYERS AND
  EMPLOYEES ........................................... 6400-6413.5
CHAPTER 3. UNDERGROUND TELEPHONES .............................. 7500-7501

PART 5. SHIPS AND VESSELS ................................. 7600-7611

PART 6. TANKS AND BOILERS

CHAPTER 1. SCOPE OF CHAPTER AND GENERAL PROVISIONS ........... 7620-7626
CHAPTER 2. ADMINISTRATION ..................................... 7650-7655
CHAPTER 3. OPERATION OF TANKS AND BOILERS ..................... 7680-7692
CHAPTER 4. INSPECTION FEES ...................................... 7720-7728
CHAPTER 5. OFFENSES ........................................... 7750
CHAPTER 6. MISMANAGEMENT OF STEAM BOILERS ................. 7770-7771

PART 7. VOLATILE FLAMMABLE LIQUIDS ........................... 7800-7803

PART 7.5. REFINERY AND CHEMICAL PLANTS

CHAPTER 1. GENERAL ............................................ 7850-7853
CHAPTER 2. PROCESS SAFETY MANAGEMENT STANDARDS ............. 7855-7870

PART 8. AMUSEMENT RIDES SAFETY LAW .......................... 7900-7919

PART 8.1. PERMANENT AMUSEMENT RIDE SAFETY INSPECTION PROGRAM .... 7920-7932

PART 9. TUNNEL AND MINE SAFETY

CHAPTER 1. TUNNELS AND MINES ................................. 7950-7964.5
CHAPTER 2. GASSY AND EXTRAHazardous TUNNELS .................... 7965-7985
CHAPTER 3. LICENSING AND PENALTIES ........................... 7990-8004

PART 10. USE OF CARCINOGENS

CHAPTER 1. GENERAL PROVISIONS AND DEFINITIONS ................ 9000-9009
CHAPTER 2. EXEMPTIONS .......................................... 9015
CHAPTER 3. STANDARDS AND ADMINISTRATION ....................... 9020-9022
CHAPTER 4. REPORTING ........................................... 9030-9032
CHAPTER 5. MEDICAL EXAMINATIONS ................................ 9040
CHAPTER 6. INSPECTIONS ......................................... 9050-9052
CHAPTER 7. PENALTIES ........................................... 9060-9061