

California Employee Handbook

Welcome to ___[Company Name]___! This Employee Handbook has been developed to help you become acquainted with our company and answer common questions. Please understand that this Handbook only provides general guidelines. For more specific information, consult the **Human Resources (HR) Department**.

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Employment Policies

At ___[Company Name]___, we are committed to a workplace where everyone's rights and duties are clear. In line with the **California Labor Code**, employment with our company is at-will, meaning either the employee or the employer can end the employment relationship at any time, with or without reason, and with or without notice, except as otherwise prohibited by law.

Work Hours, PTO, and Leave

Our company adheres to the **California Fair Employment and Housing Act (FEHA)** and the **California Family Rights Act (CFRA)**, ensuring fair treatment in granting leave for reasons related to personal health, family care, or parental leave. Leave durations, eligibility, and terms are detailed in our internal leave policy documents provided by our HR department.

Health and Safety

Ensuring the health and safety of our employees is a top priority. We comply with all applicable regulations set forth by the **California Occupational Safety and Health Act (CalOSHA)**. Training schedules, safety programs, and reporting mechanisms for workplace injuries are available through our HR department.

Discrimination and Harassment Policies

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