



PAT LEARY
ACTING DIRECTOR

STATE OF CALIFORNIA—HEALTH AND HUMAN SERVICES AGENCY
DEPARTMENT OF SOCIAL SERVICES
744 P Street • Sacramento, CA 95814 • www.cdss.ca.gov



GAVIN NEWSOM
GOVERNOR

June 20, 2019

PIN 19-06-CCLD

TO: ALL ADULT AND SENIOR CARE AND CHILDREN'S RESIDENTIAL
LICENSEES

FROM: *Original signed by Pamela Dickfoss*
PAMELA DICKFOSS
Deputy Director
Community Care Licensing Division

SUBJECT: **OBLIGATION TO COMPLY WITH ALL APPLICABLE LABOR LAWS**

Provider Information Notice (PIN) Summary

PIN 19-06-CCLD reminds Adult and Senior Care and Children's Residential Care licensees that they must follow all applicable state and federal labor laws.

The Community Care Licensing Division (CCLD) seeks to promote the health, safety, and quality of life of each person in community care through the administration of an effective and collaborative regulatory enforcement system. This requires that the physical conditions of facilities and the care and supervision provided by the staff support the health and safety of the individuals receiving care. The dedicated staff serving those individuals must also receive the protections afforded them by law.

All community care licensees must comply with the provisions of the Health and Safety Code and Title 22 of the California Code of Regulations applicable to their facility type. As employers, licensees are responsible for determining their legal obligations under all licensing and labor laws. Thus, licensees must also follow all applicable state and federal labor laws, including but not limited to:

- [Wage orders](#) of the California Industrial Welfare Commission;
- [California Occupational Safety & Health Act](#) (Labor Code section 6300, et seq.);
- [Workers' compensation and insurance requirements](#) under Labor Code section

3200, et seq.;

- [California Healthy Workplaces, Healthy Families Act of 2014](#) (Labor Code section 245, et. seq.);
- [Federal Fair Labor Standards Act](#) (FLSA);
- [Family Medical Leave Act](#) (FMLA).

The Department encourages licensees and administrators to seek ongoing training on this topic. The California Department of Social Services (CDSS) approves vendors to offer continuing education courses that certified administrators can use toward renewal requirements. Lists of [CDSS-approved vendors](#) are available on the CCLD website.

The Department may take administrative actions against licensees whose operations threaten the health or safety of individuals in care. These administrative actions include the suspension, temporarily suspension, or revocation of a license.

If you have any questions, please contact your [Adult and Senior Care Office](#) or your [Children's Residential Regional Office](#).