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California law prohibits an employer from discriminating and retaliating against employees in a variety of protected classes. Employers must also provide pregnancy accommodations, provide equal pay, allow wage discussions, allow employees to access their personnel files and protect whistleblowers. See [EEO](#), [Diversity and Employee Relations](#).

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A recent amendment to the California

labor code says that an employment agreement cannot force a California worker to accept the labor laws of a different state. Employers sometimes slip a “choice-of-law” provision in their contracts that says the labor laws of the employer’s home state will govern the employment relationship, but CA considers these contract provisions invalid.

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