

California Employment Contract

This **Employment Agreement** ("**Agreement**") is entered into as of _____ ("**Effective Date**"), by and between the following parties:

Employer

Employee

1. Position and Duties

Employer agrees to employ Employee in the position of _____. Employee shall perform the duties and responsibilities customarily associated with this position, along with any additional duties reasonably assigned by Employer.

Employee agrees to devote full working time, attention, and best efforts to the performance of assigned duties and to act in the best interests of Employer at all times.

2. Employment Relationship

The employment relationship under this Agreement is at-will, meaning that either Employer or Employee may terminate the employment relationship at any time, with or without cause or prior notice, subject to applicable law. Nothing in this Agreement shall be interpreted as altering the at-will nature of employment.

3. Compensation

Employer shall pay Employee compensation as follows:

Compensation Type	Description
Base Salary	\$_____ per _____
Payment Schedule	
Bonus (if applicable)	

All compensation shall be subject to applicable payroll deductions and withholdings as required by law.

4. Benefits

Employee shall be eligible to participate in Employer's standard employee benefit plans, subject to the terms and conditions of such plans. These may include:

- Health insurance
- Retirement plans
- Paid time off
- Other benefits as determined by Employer

Employer reserves the right to modify or discontinue benefits at its discretion, consistent with applicable law.

5. Work Location and Hours

Employee's primary work location shall be _____, unless otherwise agreed.

Employee's regular working hours shall be _____, with the understanding that additional hours may be required to fulfill job responsibilities, in accordance with applicable wage and hour laws.

6. Confidentiality

During the course of employment, Employee may have access to confidential and proprietary information belonging to Employer. Employee agrees not to disclose, use, or permit the use of such information for any purpose other than the performance of duties under this Agreement.

This obligation continues after termination of employment.

7. Intellectual Property

Any work product, inventions, developments, or materials created by Employee within the scope of employment shall be the exclusive property of Employer, to the extent permitted by law.

Employee retains rights to inventions developed entirely on Employee's own time without using Employer resources, except where such inventions relate directly to Employer's business or anticipated research.

8. Compliance with Policies

Employee agrees to comply with all lawful policies, procedures, and guidelines established by Employer, as may be updated from time to time.

These policies do not create contractual obligations and may be modified at Employer's discretion.

9. Leave and Time Off

Employee shall be entitled to leave in accordance with Employer policies and applicable California and federal laws, including but not limited to sick leave, family leave, and other statutory entitlements.

10. Termination

Employment may be terminated at any time consistent with the at-will nature of the relationship.

Upon termination:

- Employee shall return all Employer property, documents, and materials
- Any outstanding compensation shall be paid in accordance with applicable law
- Confidentiality and intellectual property obligations shall survive termination

11. Governing Law

This Agreement shall be governed by and interpreted in accordance with the laws of the State of California, without regard to conflict of law principles.

12. Dispute Resolution

Any disputes arising out of or relating to this Agreement or employment relationship shall be resolved through lawful means, which may include mediation, arbitration, or court proceedings, as permitted under applicable law.

13. Entire Agreement

This Agreement constitutes the entire understanding between the parties regarding employment and supersedes all prior discussions, agreements, or understandings, whether written or oral.

14. Amendments

This Agreement may only be modified by a written document signed by both Employer and Employee.

15. Severability

If any provision of this Agreement is found to be invalid or unenforceable, the remaining provisions shall continue in full force and effect.

16. Acknowledgment

Employee acknowledges that they have read and understood this Agreement and have had the opportunity to seek independent advice before signing.

Employer

Name

Date

Signature

Employee

Name

Date

Signature



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