

## Human Resources Articles

June 2017

### Does Your Attendance Policy Comply with California Law?



Although employers generally have the discretion to implement attendance policies, such policies should be carefully created to avoid violating antidiscrimination and antiretaliation provisions in California paid-sick-leave and Kin Care laws.

[Link to Full Article](#)

### Do you ask candidates for salary history?



If so, stop! Currently, California, Massachusetts, New Orleans, New York (limited to state agencies), New York City, Philadelphia, and Puerto Rico have laws on their books prohibiting the practice of asking applicants for their salary histories, while many other states have recently taken up discussion of legislation on the topic.

[Link to Full Article](#)

### How Well Do You Understand Employee Vehicle Reimbursement?



The California Supreme Court recently provided guidance for the permissible methods employers can use to reimburse for personal vehicle use. California law requires employers to reimburse employees for all necessary expenses incurred due to business reasons

[Link to Full Article](#)

### Reflecting on Companies Open Door Policies



We believe it is crucial that companies provide employees an avenue for communication and complaints. **Open Door Policies** let employees know that they have a path for all issues to be addressed, and they should never feel as though they don't have anyone to turn to. In fact, some open-door policies specifically

outline to whom an employee can turn with any type of issue.

[Link to Full Article](#)

## HR News Briefs / Alerts

### Reminder - July 1, 2017 CA New Criminal Background Check

The California's Department of Fair Employment and Housing (DFEH) recently enacted regulations that impose additional burdens on employers' use of criminal background checks in employment decisions. The new regulations are expected to go into effect on July 1, 2017. The new regulations apply state-wide and, ultimately, will make it difficult for any employer in California to maintain no-hire policies for persons with criminal convictions.

[Link to Full Article](#)

### Employers Must Accommodate Time Off for Religious Observance

A recent quote from a EEOC official stated: "Unfortunately, employers refusing time off for religious observances has become an increasingly common issue affecting the workforce. We hope that suits like this will help educate employers on their responsibilities to respect workers' religious needs." In this case, the EEOC sued an employer and settled for \$42,500.

[Link to Full Article](#)

### Reminder Employers Must Provide Suitable Seating

Last year we reported on the California Wage Order that required suitable employee seating. Recently, many large retailers in California have been sued for failing to provide "suitable seating" in accordance with the state's wage orders. Some of those employers have recently been forced to pay significant settlement awards, providing another cautious reminder to employers of the importance of complying with California's suitable seating requirements.

Last year, Bank of America paid \$15 million to settle a class action brought by bank tellers on this issue. More recently, in March 2017, Abercrombie & Fitch agreed to pay \$700,000 to settle a similar class action brought by sales associates. These settlements serve as a cautionary reminder to other employers to review their company workplace practices in light of the California Supreme Court's mandate in Kilby.

[Link to Full Article](#)



## Is it Time for an Employee Handbook Checkup?

New California and federal workplace laws on minimum wage, paid sick

leave, criminal background investigations and more, are frequently added or modified.

How often should you revise your employee handbook? Employment attorneys told SHRM that handbooks should be updated every year. Plus, whenever your employee headcount increases 25 and at 50 you are required to follow additional regulations.

We offer customized employee handbooks starting at \$695.00, which includes working directly with a senior HR Generalist. Call us to discuss.

[Link to Website](#)

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Do you have an HR question or require tactical and strategic HR support or planning? Call today for a no obligation consultation.

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