

# HR News for California Business Leaders



May 2016



## Tacos may cost more at Taco Bell after they pay the \$466,000 in a class action suit!

If you require employees to occasionally to skip their meal break, what is the correct compensation?

The Taco Bell employees alleged they were not provided with a meal break before the fifth hour of work. The court disagreed with the employees, but held the Taco Bell's handbook policy for missed meal breaks' compensation violated the law. **What does your handbook say?**

[Link to Full Article](#)

## When can you require an Employee Drug Test?

In California, an employer may require a drug test as a condition of employment, but with very specific guidelines. **Learn the rules for pre-employment and existing employees.**



[Link to Full Article](#)



## Can you ask job applicants about their Criminal Records?

**Learn the rules!** Avoid anti-discrimination damages under Title VII for asking illegal questions and/or automatically denying employment.

[Link to Full Article](#)

## What is the compensation for Standby and On-Call Time?

Learn how a recent California Supreme Court decision may affect how many employers are now scheduling and compensating for on-call or "standby" time.



[Link to Full article](#)

## **On April 16, 2016 the Governor signed the Paid Family Leave Act**

The new legislation will increase the wage replacement rate under the **Paid Family Leave** program for workers from its current level of 55 percent to 60 or 70 percent (depending on the worker's income). SHRM

[Learn More](#)

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## **Reminder - This is an Election Year**

In CA employees may take up to two hours to vote without loss of pay, but only if they do not have time to vote outside their working hours

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## **Are you prepared for the Fair-Pay-Law?**

It has been five months since CA enacted the nation's strictest **fair-pay law** and it applies to all businesses in California, regardless of their size. If you have not reviewed and/or adjusted your employee compensation policy, we recommend you do.

[Learn More](#)

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## **2017 Health Savings Account Limits Released by IRS**

On May 2, 2016 the IRS set the 2017 HSA rates and the only change to the HSA contribution rate was for for Self-only, which increased by \$50.00.

[Learn More](#)

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## **National Small Business Week**

Did you know according to the EDD 2015 data, that roughly 1.1 million businesses in California employ less than 10 workers? These small businesses make up **80 percent of all businesses** in the state and account for a total of 2.4 million employees.

[Learn More](#)

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## **Court Sides with Employer - Workers Comp Claim**

A maintenance worker slipped on a wet sidewalk and sustained broken bones. In his claim, he added a **psychiatric claim** for "sudden & extraordinary" working conditions, which could substantially increase his damages.

The court said the employee **simply slipped on a wet walkway**, which did not constitute a sudden & extraordinary condition.

[Learn More](#)

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**Do you have an HR question? Require tactical, strategic HR support or planning? Call us today for a no obligation consultation.**

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