

October 2017

HR Articles



The New CA Parental Leave Act Applies to Small Businesses in Jan

Effective January 1, 2018, this new bill requires California small businesses (20 to 49 employees) to offer workers up to 12 weeks of unpaid, job-protected family leave to bond with a new baby or child.

[Link to Full Article](#)

Do You Know these Two Rules? Employees Time Off for School Appearance



We often get questions regarding providing time off for employees to go to their children's school. There are two laws in California relating to time off for school-related issues.

[Link to Full Article](#)



It's Official - Asking Applicants for Prior Pay History is Illegal in California

We've written about it previously and now it's law. Governor Jerry Brown signed AB 168 into law. Now California joins Delaware, Puerto Rico, Oregon, Massachusetts, New York City, Philadelphia San Francisco in "prohibiting employers from asking job applicants for "salary history information."

This term, pay history, includes both compensation and benefits.

[Link to Full Article](#)

HR News Briefs / Alerts

Immigration Enforcement

Is your business subject immigration work site enforcement? AB 450 places CA employers

between a "Rock and a Hard Place". This article from Atkinson, Andelson, Loya, Ruud & Romo reviews the new law

[Link to Full Article](#)

Five Time Keeping Reminders

Anthony Zaller provides best practices for California Employers. Recently he offered his list of the top five timekeeping issues that employers should understand and avoid.

[Link to Full Article](#)

Expanded Requirements Supervisors Sexual Harassment

SB 396 expands sexual harassment training and posting requirements. The required training for supervisory personnel must include (effective Jan 1, 2018) harassment based on gender identity, gender expression, and sexual orientation.

In addition, employers must now display a poster that will be developed and published by the Department of Fair Employment and Housing (the agency tasked with enforcing the FEHA) regarding transgender rights in the workplace.

[Link to Full Article](#)

California Expands "Ban-the-Box" Law

In 2013, CA "Ban-the-Box" law (LC 432.9) only applied to public employers. AB 1008 repeals the limited "ban the box bill" and amends the law to make it an unlawful employment practice (effective Jan 1, 2018) for **public and private employers with five or more employees**.

[Link to Full Article](#)

Reminder Wage Statement Requirements

With the widespread use of direct deposit, the thought of an employee regularly reviewing wage statements may seem inconceivable. Still, employers must ensure that their wage statements strictly comply with California law, as even trivial, inadvertent failures to do so can lead to heavy penalties.

The article highlights the information to include on wage statements while pointing out some of the legal landmines possible for unwary employers.

[Link to Full Article](#)

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June Jeong, CEO

info@eqhrsolutions.com | <http://www.eqhrsolutions.com>

855-461-8808

