

August 2017

## HR Articles



### *Did an Employee Say "Union"?*

To many business owners and HR professionals, the word "union" can strike fear. This articles discusses your best defense before your employees even consider a union.

[Link to Full Article](#)

### *Are You Complying with Employee Rest Periods?*



Several business continue to argue they are not able to relieve their employees of all duties during rest breaks The CA Supreme Court disagrees

[Link to Full Article](#)



### *Employers Best Practices "Resignation Letters"*

Often when we are performing an HR Audit, we discovered that several employers do not require the employee to give them notice of their resignation in writing.

This article outlines why employers should insist resignation letters.

[Link to Full Article](#)

## HR News Briefs / Alerts

### Protect You Company from DFEH Claims

The CA Department of Fair Employment and Housing (DFEH) received more than 23,000 general administrative complaints and inquires in 2016. The amount was on par with 2015, and significantly more than the 19,000 filed in 2014.

About 93% of 2016 complaints were employment-related. Disability discrimination was the claim most frequently asserted by the DFEH

[Link to Full Article](#)

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### Additional CA Regulations - Use of Applicants or Employees Criminal History -

The DFEH has adopted additional regulations that make it even more difficult for employers to use an applicant's or employee's criminal history. California law already prohibits employers from using certain criminal history in hiring, discipline, termination and other employment decisions.

Employers are prohibited from considering criminal history if the applicant or employee proves that doing so will **adversely impact them because of a protected characteristic like race, gender or national origin.**

[Link to Full Article](#)

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### California Pushes Back "We Like Clean Air"

California is confronting the limits of its power to save the existing federal environmental protections as Congress and the Trump administration take aim at a landmark law the state has relied on for decades to **clean the California air of noxious smog.**

[Link to Full Article](#)

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### When will Companies Understand "Discrimination in Hiring is Illegal"

The enforcement power of the U.S. Equal Employment Opportunity Commission (EEOC) fined **Bass Pro Outdoor World 10.5 million** for failing to hire African-American and Hispanic applicants for positions in its retail stores and for retaliation against workers who opposed the discriminatory practices, in some instances firing them or forcing them to resign.

[Link to Full Article](#)

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### Are you Missing Possible Wage & Hour Exemptions

Many employers fail to fully appreciate the existence of a variety of exemptions from, or waivers of, some of California's strict wage and hour regulations. A quick survey of common issues are discussed in this article.

[Link to Full Article](#)

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## New I-9 Form

Reminder: as of September 18, 2017, all employers must use the revised I-9 Form

[Link to the full article](#)

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Do you have an HR question or require tactical and strategic HR support? Call today for a no obligation consultation. We are boutique human resources consulting firm specializing in building long-term relationship with small to medium size businesses.

Our range of services includes fulfilling your short-term HR tactical needs to long term HR strategic planning. We welcome all Human Resources and payroll processing projects, small to large.



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