

# HR News for California Business Leaders



August 2016



## Does your Handbook require a 90-day New Employee Probationary or Orientation period?

It may be time to evaluate your policy. Many managers believe that they have a free pass to terminate an employee during this the 90-day introductory period. **This is not true!**

[Link to Full Article](#)

## You or Your Payroll Provider - Who is responsible? (updating employment laws affecting your payroll)



We have discovered that some companies become complacent and believe that the services provided by their payroll companies goes beyond what they will actually do for you. **Probably not!**

[Link to Full Article](#)



## Would your Company pass an HR Audit today?

**What is an HR Audit?** An HR audit is an objective look at your company's HR policies, practices, procedures, strategies and is similar to an annual physical.

A regulatory "expert" (experienced HR professional) asking numerous technical questions and reviewing your employment records could be your best insurance to avoid a fine or an employee claim.

[Link to Full Article](#)

## Special Announcemnt

### Talent Acquisition - Is Your Recruiting a Priority?

Due to increased client demand, we recently expanded our staff to include Jina Bazil, an experienced talent acquisition profession who understands today's workforce requirements and how to locate qualified candidates. [Full](#)

[Bio](#)



Today, more businesses are discovering that their internal recruiting is costly, time consuming and at times, not very effective. Alternatively, they question the ROI of paying a fee-based recruiter 15% to 33%.

Our talent acquisition process is simple, a flat hourly rate, plus job board cost. Depending on the type of position, the average number of hours required is between 15-25.

## HR News Briefs / Alerts

### Possible Modification to the DOL Exempt OT Regulation

Legislation has been introduced that would modify the DOL exempt overtime rule that is scheduled to increase the threshold for exempt employees by more than 100 percent from \$23,660 to \$47,476 as of Dec 1, 2016.

H.R. 5813, the Overtime Reform and Enhancement Act, would instead raise the new threshold incrementally over the next three years, beginning with a 50 percent increase this December to \$35,984.

[See Full Article](#)

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### Double-Pay for Thanksgiving

We agree with the California Chamber of Commerce to oppose a bill that unfairly targets two classifications of employers.

This bill, if passed, will increase employers costs, and creates a competitive disadvantage by forcing **retail** stores and **grocery** stores to **recognize Thanksgiving as a "family holiday"** and compensate all employees with **double** the regular rate of pay for work performed on Thanksgiving. The bill awaits action by the Senate.

Our concern is the possibility of expanding the employee classifications and the number of holidays defined as a "family holiday".

[See Full Article](#)

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### Committee Rejects Flexible Workweek Bill

The 4-day /10-hour bill that would have provided employers flexibility to accommodate employees' needs was rejected by the Senate Labor and Industrial Relations Committee.

SB 985 sought to eliminate the burdensome alternative workweek election process and allow the employee the opportunity to request a four, 10-hour day workweek schedule that would address the needs of both the employer and employee.

The existing regulations require employers to navigate through a multi-step process to have employees elect an alternative workweek schedule that, once adopted, must be "regularly" scheduled.

[See Full Article](#)

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## Employers Required to E-File Paperwork with EDD

Beginning January 1, 2017, employers with 10 or more employees will be required to electronically submit employment tax returns, wage reports, and payroll tax deposits to the Employment Development Department (EDD).

The EDD encourages employers to enroll now in [e-Services for Business](#) so they can start reporting online before this mandate begins.

[See Full Article](#)

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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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