

## New HR Articles

### Refresher California Fair Pay Law

Avoid being sued in 2018. This law was changed to say that employers **must pay the same** for "substantially similar" work, when viewed as composite of skill, effort and responsibility.

The new regulations eliminated the prior standard of comparing work at the "same establishment."

[Link to Full Article](#)

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### Employers Risks Contingent - Temporary Workforce

As the contingent workforce continues to grow, employers need to be aware of the risks associated with using non-traditional working arrangements like temporary staffing, long-term staffing, employee leasing, third-party payroll and managed services.

[Link to Full Article](#)

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### Transgender Rights - Required Poster SB 396 -



The new transgender rights poster must be displayed starting January 1, 2018 along with other mandatory workplace notices in a conspicuous and available location. The Department of Fair Employment and Housing (DFEH) has developed the poster - view article for link to download the new poster.

[Link to Full Article](#)

## Refresher - New 2018 California Laws Hiring and Wage & Hour Laws

This article outlines the significant 2018 laws that business owners need to know, including hiring, wages, final pay, rest breaks and more.

[Link to Full Article](#)

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### Cal/OSHA Unique *First Aid Kit* Law

While many employers have OSHA-compliant first aid kits available for employees, it is likely that the kits comply only with federal OSHA requirements and not the **more stringent Cal/OSHA requirements**. Unless your kit contains a note from a "consulting physician" approving it, the kit may be in violation of California law.

[Link to Full Article](#)

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### Additional New 2018 California Laws

California employers will be ringing in the new year with additional and expanded legal obligations. These laws taking effect January 1:

- Ban the Box
- Salary Information Ban
- Immigration Enforcement
- Expanded Anti-Harassment Training and Posting
- DLSE Enforcement Actions
- Expanded Family Leave

[Link to Full Article](#)

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### Its Tax Time Alert Your HR and Payroll Teams About W2 Phishing Scams

Last February, the IRS issued a warning to all employers regarding the **resurgence of a W-2 based cyber scam**. The scam, which targets businesses during tax season, was also "spreading to other sectors, including school districts, tribal organizations and nonprofits."

In August 2017, the IRS renewed its warning to tax professionals and businesses as part of its "Don't Take the Bait" campaign.

[Link to 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.

**June Jeong, CEO**

[Info@eqhrsolutions.com](mailto:Info@eqhrsolutions.com) | <http://www.eqhrsolutions.com>

**855-461-8808**

