

# HR News for California Business Leaders



June 2016



## How well do you understand California's Gender Identity & Dress Workplace Rules?

Because this has become a hot news topic, **we foresee an increase in claims filed for discrimination.** We recommend you reduce the risk of expensive discrimination claims by reviewing & updating your gender identity and dress code policies today.

California law prohibits discrimination based on both gender identity and expression, regardless of the person's assigned sex at birth. Employees have the right to dress based on their gender identity.

[Link to Full Article](#)

## Dealing with Employees who Attempt Suicide

Do you know that according to the Center for Disease Control & Prevention, (CDC) about one million people attempted suicide in 2013?



A question frequently asked by employers is whether an employee who attempted suicide may be terminated, based on the employer's concerns of future job performance and/or workplace safety concerns.

The answer is no, unless the employer has completely satisfied the EEOC reasonable accommodation guidelines based on the **Americans with Disability Act**.

[Link to Full article](#)



## CA New Workplace Smoking Rules are now in effect

Due to the popularity of E-cigarettes and Vaping devices, many employers asked Sacramento for new regulations to protect the workplace.

The new regulations control the use of E-cigarettes and Vaping devices in the workplace. Also, the minimum smoking age to purchase cigarettes is now 21 and the law expanded other smoking restrictions. We recommend you update your employment policies with these changes.

## Memorable Excuses for Calling in Sick

We recommend promoting humor in the workplace. Most managers are aware that humor will lessen employees stress and improve teamwork.

A 2014 SHRM survey reported that one in four employers have caught an employee faking being sick through social media!!!

**Some of the most memorable excuses for calling sick.....**

[Link to Full Article](#)

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## HR News Briefs / Alerts

### **A bill pending in the CA Senate will extend the Fair Pay Act to Race & Ethnicity**

Just when you thought you understood the **Fair Pay Act based on gender**, California Senator Isadore Hall introduced SB 1063.

If passed, this bill would also prohibit employers from paying employees a wage rate less than the rate paid to employees of a **different race or ethnicity**.

[Read the Current Bill](#)

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### **Trouble Attracting Talented Employees?**

A recent Bloomberg article revealed that 90% of employer participants in a *WorldatWork* survey responded that it is necessary to offer some type of **paid time off program** to attract top talent and drive organizational success.

[Learn More](#)

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### **Do you have employees in Los Angeles, San Diego or Santa Monica?**

Check these cities enactment dates to comply with their latest **Minimum Wage and Paid Sick Leave Laws**. Now more than ever, employers should ensure their HR department remains current of all new employment laws as more CA cities enact minimum wage and paid sick leave laws specific to their city.

[Learn More](#)

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### **Do You Encourage Your Employees to Volunteer in the Community?**

If you are an employer who want to give back to the community, but have difficulty getting your employees to volunteer, this article provides your company and your employees with many benefits that aren't obvious right away.

[Learn More](#)

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### **SB 985 would Eliminate the Employer's Burdensome CA Alternative Workweek Election Process**

A California Chamber of Commerce-supported job bill will provide employers with the flexibility to accommodate employees' work schedule needs. The bill is scheduled to be considered by the Senate Labor and Industrial Relations Committee this month.

California is one of only three states that requires employers to pay daily overtime after eight hours of work and weekly overtime after 40 hours of work.

[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.**

**June Jeong, CEO**

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