

New HR Articles

**Your Workplace Obligation
Prevention of Harassment & Discrimination**

With the dozens of news stories of sexual harassment accusations, inappropriate behavior and apologies, it is time to review your obligations as a California employer to prevent harassment and discrimination in the workplace. California has passed more anti-harassment laws than any other state.

[Link to Full Article](#)

**"At-Will" Terminations
Lazy Excuse for Terminating an Employee**



Many managers mistakenly believe that "at-will" can be their carte blanche reason to get rid of a troublesome or unpopular employee. Employers should not presume that they are safe from being sued for employment wrongs, such as discrimination, retaliation or a specific laws. Our article reviews recommended practices to avoid a wrongful termination claim.

[Link to Full Article](#)



**"Ban the Box" Law Expanded
Applies to All Employers**

This law applies will apply to private California employers in January. The law requires you to implement significant changes to your recruiting policies & procedures that deal job applicants criminal convictions. If you are located in Los Angeles, this law is similar to the City of Los Angeles 2017 Fair Chance Ordinance.

To avoid potential penalties, we urge that every CEO and hiring manager review these changes.

[Link to Full Article](#)

DFEH Required Poster Transgender Rights in the Workplace

Under legislation recently signed by Governor Jerry Brown, beginning January 1, 2018, all California employers are required to display a workplace poster related to transgender rights. **For your convenience, the link allow you to download the English version of the new DFEH "transgender rights in the workplace" poster.**

Also, if 10% or more of a company's workforce speaks a language other than English, the poster must also be displayed in that language (or languages).

[Link to DFEH Poster](#)

Contractors Potential Liability Subcontractors Failure to Pay Wages

On October 14, 2017, Governor Brown signed Assembly Bill (AB) 1701 into law as California Labor Code § 218.7. This newly enacted law imposes potentially significant liability on general contractors for their subcontractors' failure to pay wages, fringe, or other benefits to laborers.

[Link to Full Article](#)

Reminder - New Law Recruiting - Hiring Policies/Procedures

California AB 168-Bans Employers From Inquiring About a Job Applicant's Salary History. Under AB 168, employers are banned from asking about a job applicant's salary history and from relying on salary history information as a factor in determining what salary to offer an applicant.

An employer could also be penalized for failing to provide a pay scale for the position upon demand.

New Wage Laws Beauty Salons & Barber Shops

Do you operate a beauty salon or barber shop? Under a new law, certain common arrangements, such as agreements to pay stylists on a commission-only basis or on a minimum wage plus commissions basis, are no longer considered to be commission-based pay

[Link to Article](#)

Reminder - California Pay Stub Requirements

Although previously reported, we received another inquiry this month from a prospective client who was recently sued (class action) for a pay stub violation.

No matter the form, wage statements provided to California employees must contain the following nine pieces of information required by Labor Code section 226(a):

(1) Gross wages earned; (2) Total hours worked; (3) The number of piece-rate units earned and any applicable piece rate; (4) All deductions; (5) Net wages earned; (6) The inclusive dates of the period for which the employee is paid; (7) The employee's name and the last four digits of his or her social security number or an employee identification number; (8) The name and address of the employer; and (9) All hourly rates and the number of hours worked at each rate.

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June Jeong, CEO

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

855-461-8808

