

# HR News for California Business Leaders



November 2016

## Accommodating New Mothers in the Workplace

California law requires employers to reasonably accommodate employees who want to express breast milk at work.



This article explains the current regulations, best practices and what can happen if you do not comply with the FLSA regulations?

[Link to Full Article](#)

## Why You Need an Up-to-Date Employee Handbook

Many employers are intimidated by the task of creating and maintaining an Employee Handbook. A well-written employee handbook is an important document and necessary for all businesses, from 2 employees to 20,000.



This article explains the language in the employee handbooks that may create binding obligations on employers.

[Link to Full Article](#)

## HR News Briefs / Alerts

### New Amendments to the California Fair Pay Act

A.B. 1676 amends the California Fair Pay Act by **prohibiting employers from relying on an employee's prior salary** to justify a disparity between the salaries of similarly situated employees.

S.B. 1063 extends the Fair Pay Act by providing **additional protections on the basis of race and ethnicity**. Both A.B. 1676 and S.B. 1063 are effective January 1, 2017.

[Link to Full Article](#)

Pay Stubs - Employee Wage Statements

The California Court of Appeal last week held that California employers are not required to list the **value of accrued vacation on wage statements** provided to employees.

This decision is a good reminder to employers that itemized wage statements (pay stubs) must contain certain specific information to comply with the Labor code. There have been numerous "private attorney" claims filed by employees seeking to recover the statutory penalties.

[Link to Full Article](#)

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### **Expanded Notice Requirements - AB 2377 Domestic Violence**

Effective July 1, 2017, employers with 25 or more employees must provide written notice of the right to take domestic violence leave. Prior to the effective date, the Labor Commissioner will develop and post a new form that employers may use to satisfy the new notice requirements.

We recommend employers review their handbook policies and ensure that employees' existing rights to take **time off for domestic violence, sexual assault or stalking** are clearly stated.

[Link to Full Article](#)

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### **Corporate Officers & Directors New Workers Compensation Rules**

Beginning January 1, 2017, all business workers' compensation insurance policies, including in-force policies, will be required to cover, among others, certain officers and directors of private corporations and working members of partnerships and limited liability companies that may be excluded from coverage under current law.

Under the law as it exists today, officers, directors and working partners generally are not required to be covered under a company's workers' compensation policy, unless they elected to be covered.

There is a narrow exclusion, a waiver of rights, that must be signed under penalty of perjury stating that the person is a qualifying officer or director

[Link to Full Article](#)

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Do you have an HR question or require tactical and strategic HR support or planning? Call us today for a no obligation consultation.

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