

HR News for California Business Leaders



October 2016



REMINDER

The DOL Salary Increase Rule is Effective 12/01/2016

The Department of Labor's *Final Rule* increases the minimum salary for exempt "white collar" workers to \$913 per week (\$47,476 annually). We discussed this change in our article published in May 2016.

Although several lawsuits have been filed, as of now, the DOL Rule will go into effect as planned. We recommend you review our article and the DOL [FAQ section](#) for additional information.

[Link to Full Article](#)

Do you Send Offer Letters?

We recommend that employers provide all new hires with a written offer letter, regardless of position. See our 5 reasons why:

[Link to Full Article](#)

Changes to the 2016 New I-9 Form

Employers should be aware that the new I-9 form has been updated and will be available by Nov. 22, 2016.



Our article reviews the new changes as published by US Citizenship and Immigration Services.

[Link to Full Article](#)

HR News Briefs / Alerts

All Gender Restrooms

On September 29, Governor Jerry Brown signed legislation (AB 1732) that requires all single-occupancy restrooms in any business establishment, place of public accommodation, or government agency to be identified as "all gender" and be universally accessible. This law is effective March 2017.

The law makes universally accessible, any restroom facility that has no more than one toilet and one urinal.

[See Full Article](#)

Arbitration Clause Invalidated

The California Court of Appeal held that an **arbitration agreement in an employee handbook did not** create an enforceable agreement to arbitrate (*Esparza v. Sand & Sea, Inc.*).

Although the employee signed the handbook acknowledgement form, which mentioned the arbitration agreement contained in the handbook, the form did not state that the employee agreed to the arbitration. As such, the appellate court held that the trial court properly **denied the employer's petition to compel arbitration.**

This case emphasizes the importance of employers having standalone arbitration agreements for employees.

[Link to Full Article](#)

Employers Not Located in California Protection for CA Employees

Governor Brown signed SB 925, which affords CA workers who reside and work in CA for an out of state employer with additional safeguards. **Out of state employers may not:**

- Require the employee to adjudicate outside of California a claim arising in California.
- Deprive the employee of the substantive protection of California law with respect to a controversy arising in California

[Link to Full Article](#)

Parent Leave Bill

California Gov. Jerry Brown **vetoed a bill** that would have required small employers with as few as 20 employees to provide baby-bonding leave to new parents. Brown said, most small employers do not have the support staff to address the administrative burdens associated with tracking and monitoring leaves.

The current law is effective for employers **with 50 or more employees**

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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