

September 2017

HR Articles



Is your Business Complying with the CA Personnel Files Regulations?

California has very specific regulations regarding employee personnel files. This informative article answers the most frequently asked questions by employers and employees, including how many years an employer must maintain the employee's personnel file and what records an employee can inspect.

[Link to Full Article](#)

Employers Considerations During Natural Disasters

With all the recent devastation of hurricane Harvey and Irma, and the multiple earthquakes in Mexico, how well do you understand employee compensation regulations if your business is suddenly destroyed or forced to temporarily close?



This article guides you through the Federal (FLSA) and California wage regulations for exempt and hourly employee if a disaster occurs and your business operations are impacted.

[Link to Full Article](#)



Best Practices for Paternity Leave in California

Recently the U.S. Equal Employment Opportunity Commission (EEOC) filed a discrimination lawsuit against Estée Lauder for giving new mothers more leave for care giving and child-bonding than new fathers. Paternity leave benefits are much less common in the United States than maternity leave benefits. However, California is one of the few states in the country that provides fathers with paid time off via state law.

This article focus is to help you navigate the California Paid Family Leave (PFL), compared to Family Medical Leave (FMLA) and the California Family Rights Act (CFRA).

[Link to Full Article](#)

Employment Bills Sent to Governor Brown

The Governor has until October 15, 2017 to sign or veto bills passed by the Legislature. The link is to a quick summary of the key employment bills that may be signed and become effective in the upcoming year

[Link to Full Article](#)

Labor Commission - Required Employee Notice

The CA Labor Commission recently posted a sample form for employers use. As we reported earlier this year, effective July 1, 2017, certain employers must provide written notice to all new employees when hired and to be available to existing employees. The notice explains the rights of victims of domestic violence, sexual assault and stalking.

If you have not already done so, we recommend you download the sample form

[Sample Form](#)

San Francisco New Lactation Workplace Ordinance

On June 30, 2017, San Francisco Mayor Ed Lee signed the city's new *Lactation in the Workplace Ordinance*. The ordinance will take effect January 1, 2018, and imposes lactation accommodation requirements that go beyond those that federal and California laws currently impose

[Link to Full Article](#)

Employer Provided Live-in Lodging Meal & Lodging Credits

What are the correct minimum wage offsets and maximum allowable credits when an employer provides lodging for live-in employees, like an apartment manager? This article is from Business Management reviews the California rules.

[Link to Full Article](#)

UPS Settles \$2 Million Dollar Claim

The EEOC lawsuit charged that UPS maintained a rigid leave policy: The company allegedly fired disabled employees **automatically** when they reached 12 months of leave, without engaging in the interactive process required by the Americans with Disabilities Act (ADA).

The take away, companies may not maintain inflexible disability leave policies that fail to assess the individual needs of the employee.

[Link to Full Article](#)

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