

CLUED IN

ABOUT NEW 2015

EMPLOYMENT LAWS

IN CALIFORNIA



WHO DOESN'T WANT TO KEEP ONE STEP AHEAD OF COMPLIANCE?

Unless otherwise specified, new legislation takes effect
January 1, 2015.



WAGE AND HOUR

Increased Liability for Employer Contractors (AB 1897)
Paid Heat Illness Recovery Periods (SB 1360)
Waiting Time Penalties: Wage Violations (AB 1723 and AB 2743)

Protections for Labor Code Complaints (AB 2751)

Recovery of Wages: Timeframes (AB 2074)

Child Labor Law Violations: Additional Penalties (AB 2288)

Foreign Labor Contractors (SB 477)

Prevailing Wages

Six new laws relating to prevailing wages on public works projects
(AB 26, AB 1870, AB 1939, AB 2272, AB 2744, SB 266)



PAID SICK LEAVE

Mandatory Paid Sick Leave (AB 1522)
Benefits by July 1, 2015



BACKGROUND CHECKS

Criminal History Requests: Public Contracts (AB 1650)
Services to Minors (AB 1852)

Interesting!



DISCRIMINATION, HARASSMENT AND RETALIATION PROTECTIONS

Protections for Unpaid Interns and Volunteers (AB 1443)
Nondiscrimination: Driver's Licenses for Undocumented Persons (AB 1660)
Immigration-Related Protections (AB 2751)
Nondiscrimination: Public Assistance Recipients (AB 1792)
Harassment Prevention Training: Abusive Conduct in the Workplace (AB 2053)
Harassment Prevention Training for Farm Labor Contractors (SB 1087)



WORKERS' COMPENSATION

Death Benefits Collection for Specified Groups (AB 1035)
Expedited Hearings: Uninsured Employers (AB 1746)
Changes Related to Workers' Compensation Reform (AB 2732)



HEALTH CARE

90-Day Waiting Periods: Health Care Coverage (SB 1034)



UNEMPLOYMENT INSURANCE

Revised Eligibility for Training and Education Programs (AB 1556)
Inclusion of Physician Assistants in Certifying Disability (SB 1083) January 1, 2017
UI Appeal Process: Deadline Extensions (SB 1314) July 1, 2015



WORKPLACE SAFETY

Penalties for Failure to Abate Safety Hazards (AB 1634)
Email for Workplace Safety Reports (AB 326)
Workplace Violence Prevention Plans for Hospitals (SB 1299) January 1, 2016

