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10 Must Haves for the Employer in California

1. Legally Required Posters- Fines begin at \$17,000
2. California Leave Policies are Unique to California and Employers must be compliant
3. California Employee Manuals/Handbooks; Don't Cut & Paste from Internet
4. California Wages/Hours: Employers must keep logs of hourly employee breaks/meals
5. Written Sexual Harassment, Discrimination & Retaliation Policies
6. Followed process/procedures for handling Sexual Harassment, Discrimination and/or Retaliation allegations at the workplace
7. For California Employers with 50 or more employees- Required Sexual Harassment Prevention Training for Managers (2 hours every 2 years)
8. California has more protected class categories than the Federal Law: California Employers must be knowledgeable and aware
9. Understand Reasonable Accommodation and the required "interactive dialog process"
10. California Employment Laws change and are updated frequently (*usually every January and July- thus employers would be wise to have a go to "on call" legal resource to keeping them in compliance and out of legal trouble*)

The above are suggestions for employers and should not be construed as legal advice. Please consult with the California Employer Training Center or your legal counsel for implementation and updated information.