



H.R. UPDATE

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Off Duty Meetings

When a non-exempt employee is called to work on an unscheduled day to attend a mandatory meeting, they are eligible for reporting time pay. The employee shall be paid for half the usual or scheduled day's work, but in no event for less than two (2) hours, at the employee's regular rate of pay.

Time Keeping

An area of legal risk for employers is wage and hour recordkeeping. A trouble spot for employers can include time records that don't show a nonexempt employee's meal periods.

IRS Mileage Rate

The 2017 Standard mileage rate for the use of an employee's vehicle when driving for work is 53.5 cents per mile.

Commission Agreements

California law requires commission and sales agreements to be in writing. Also, certain information must be provided on payment of business expenses. Annually employees should have these agreements re signed. An employer can change an agreement in writing.

Ask your Consultant

If you have any questions about California regulations, how to prepare a policy, interpret a policy or how to apply your policies, contact your HR Alternatives consultant for guidance.

What is California Planning?

February 17 was the deadline to introduce bills in the California Legislature. For California employers more new regulations for 2017 are coming. What is being considered for labor and employment legislation in California?

AB 5 “Opportunity to Work Act” This bill requires employers with 10 or more employees in the state to offer additional hours of work to part-time employees before hiring an additional employee or subcontractor (even through a staffing agency or similar entity).

AB 168 Salary History Information – Prohibits an employer from seeking salary history information about an applicant for employment. This bill also requires an employer, upon reasonable request, to provide the pay scale for a position to an applicant for employment.

AB 1008 “Ban the Box” – This bill would enact a statewide version of “ban-the-box”. The bill prohibits employers from asking about or considering conviction history of an applicant until a conditional offer of employment has been made.

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As the primary HR Consulting firm for small and mid-sized employers throughout Southern California our goal is to support the growth of your business and navigate the challenges that can prevent you from accomplishing your objectives. HR Alternatives has been solving workplace issues since 1993.

For questions or assistance contact: Phil Barquer, phil@HRalternatives.com or (949) 390-6440