

XpertHR Identifies Five New Changes in California Employment Law

Launches New California, National and State Handbook Tools

New Providence, NJ (April 8, 2015) – New leave laws and equal protection for domestic violence victims, veterans, interns, volunteers and immigrants are among the significant changes in [California employment law](#) in 2015, says XpertHR, an online compliance resource. Considered one of the most employee-friendly states, California has a complicated legal landscape, as it offers protections to more classes and employee leave mandates than any other state.

“State and local lawmakers in California are continuing the aggressive trend to pass legislation providing additional employment protections and this will have a substantial impact on workplace policies and employee handbooks,” says Peggy Carter-Ward, head of content, XpertHR. “Employers there must take steps to ensure compliance with the complex and ever-changing state and municipal laws in California, including numerous new laws that came into effect Jan. 1, 2015 and more coming into effect throughout the year.”

California Passes Major Leave Law

California recently passed the Healthy Workplaces, Healthy Families Act, becoming the second state behind Connecticut to pass a paid sick leave law requiring private employers to provide paid sick time to eligible employees. Starting on July 1, 2015, employees who work in California for 30 or more days a year are entitled to take up to 24 hours or three days of paid sick leave. Most employees are covered, including part-time and temporary workers. Leaves of absence in California can be extremely complicated due to the interplay between federal and state laws, as well as intersecting requirements and obligations.

In addition to providing direction about the complex new leave law, XpertHR offers [guidance](#) on the new equal protections and other employment policies passed recently in California:

- Domestic violence victims adopted as a protected class (effective 1/1/15)
- Veterans and those in military service adopted as protected classes (effective 1/1/14)
- Discrimination against immigrants holding lawful driver’s licenses prohibited (effective 1/1/15)
- Interns and volunteers protected from discrimination (effective 1/1/15)
- Training on abusive conduct required as part of supervisor harassment training (effective 1/1/15)

To help employers struggling to stay compliant with employment law throughout the United States, and especially in California, XpertHR has created an [online employee handbook tool](#) featuring national handbook policy templates and guidance, [a stand-alone California handbook](#), and supplements for the other 49 states and the District of Columbia.

A [free “California Employer Notice and Documentation Checklist”](#) is available from XpertHR.com. Also visit XpertHR’s [California state hub](#) to stay up to date on upcoming legal changes, the latest HR news, handbook policies, and amendments to state and municipal employment laws in California.

For more information on how to keep an employee handbook up to date and in compliance with the latest laws, including model policy statements for cutting-edge topics like recovery/cool-down periods, workplace bullying, pregnancy and pregnancy-related disabilities, leave/accommodation, and domestic violence, visit <http://www.xperthr.com/products/employee-handbooks/>.

About XpertHR

XpertHR’s online service provides HR professionals with practical compliance tools and comprehensive guidance on federal, state and municipal law, helping employers stay current with evolving and complex employment law issues. XpertHR content is published in association with sister company LexisNexis. [XpertHR.com](#) is a unique, easy-to-use solution organized around the day-to-day responsibilities of HR professionals. In addition to smart search features, you can browse through content by task, by topic, or by tool type to help you find just what you need in seconds. Our key features include the popular Employment Law Manual and Liveflo employment workflows.

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Editor’s Note:

Peggy Carter-Ward, head of content, XpertHR is available for interview.

In your coverage, please include a link to www.xperthr.com/pages/california-hr-compliance-checklist-for-employers?cmpid=PRL|USAG|HUGMN-2015-0401-CA_Checklist_PR|&sfid=701w0000000wQRQ

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