

LOS ANGELES CITY AND COUNTY UPDATES – EFFECTIVE JULY 1, 2016

Los Angeles Paick Sick Leave Ordinance: Full-time, part-time, on call, and temporary employees will accrue 1 hr. for every 30 hrs. worked of protected sick time for a qualifying absence.

Minimum Wage Increase: The minimum wage will increase to \$10.50 for Santa Monica, Los Angeles, and unincorporated areas of Los Angeles County.

For Detailed Information: <http://wagesla.lacity.org>

City of Los Angeles Zip Code Map: http://media.metro.net/about_us/pla/images/lazipcodes.pdf

Download *NEW* poster requirements:

- [English - 2016 Los Angeles Minimum Wage & Sick Leave Poster \(11x14\)](#)
- [Spanish - 2016 Los Angeles Minimum Wage & Sick Leave Poster \(11x14\)](#)

Fair Labor Standards Act (FLSA) Overtime Final Rule Released...

The U.S. Department of Labor issued updated requirements for employees to qualify as exempt. The new threshold is \$47,476 a year, higher than California's current threshold.

California Employers – WHAT YOU SHOULD KNOW...

- Employees that are currently exempt may require reclassification as non-exempt.
- Duties test still needs to be applied when categorizing employees.
- CA employers must continue to allow eligible employees to claim overtime based on an 8-hour workday.
- Nondiscretionary bonuses and incentive payments (including commissions) may satisfy up to 10% of the salary requirement if they are paid quarterly or more frequently.

IMPORTANT DATES to Remember:

December 1, 2016

Effective date for higher salary requirement

January 1, 2020

The first automatic increase to the salary threshold will be adjusted. This will happen every 3 years.

SERVICE HIGHLIGHT

JOB DESCRIPTION AUDITS

WHY?

- Accurate job descriptions are key to ensuring proper exempt classifications governed by the FLSA and for substantiating pay differences between employees.
- Job descriptions are your first line of defense when facing challenges regarding equal pay, flsa exemption status and whether a disabled employee can be accommodated.

EBHR offers customized solutions such as job description review and market evaluations to ensure pay competitiveness.

FREE RESOURCES

Required employment related brochures can be ordered, at no cost, on the below websites. To order, check the number on the rear of the brochure and order desired quantity.

EDD BROCHURES: <http://www.edd.ca.gov/forms/>

SEXUAL HARASSMENT BROCHURES:

http://www.dfeh.ca.gov/Publications_Publications.htm

EBHR offers Expertise in the following areas:

- On-Demand HR Consulting Services
- Interim HR Project Professionals
- Customized Management Training
- HR Compliance Audits
- Anti-Harassment and Diversity Training
- Employee Handbooks

*All services are customized to meet your unique needs

Contact us at:

ondemandhr@everybizhr.com

to schedule your complimentary consultation

Congratulations to EBHR Founder Sonya Kemp on her election to the Santa Fe Springs Chamber Board of Directors!

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