

The Essential



As a result of the voluminous sexual harassment allegations in the news, the current state of inappropriate conduct allegations in both the workplace and within professional relationships, has reached a fever pitch. What should leaders do? *Start off strong in 2018 with a better educated workforce and increase your protection against future claims with customized employee and manager training!*

EBHR provides customized Anti-Harassment & Diversity training to meet the needs of your corporate culture, budget, and audience. EBHR delivers training either at your work site or select locations in Los Angeles and Orange County. Book now!

BONUS: Mention this newsletter and receive a 5% discount on your training! *

EBHR will either update or develop your Anti-Harassment policy, and integrate it into your custom training. While California only *requires training* for Managers and Supervisors in organizations with 50 or more employees, given today's environment, we strongly recommend training all employees, regardless of position or organization size. Our training is also available for delivery outside California and in Spanish.

Don't wait! Tackle this sometimes uncomfortable topic with productive dialogue, clarification of workplace rules, clearly defined expectations, and employee accountability delivered via skillfully constructed Anti-Harassment training, customized to your specific organizational needs.

TIME Person of the year 2017 goes to... ***The Silence Breakers!*** Click the link below. [TIME Magazine](#)

JOIN US TUESDAY, 1/9

EBHR will sponsor a Human Resources Forum with a presenter from Atkinson, Andelson, Loyd, Ruud & Romo.

TOPIC: Wage & Hour Issues.
Want to learn and lunch with us? Email ondemandhr@everybizhr.com for one of our limited complimentary passes!

Location: Santa Fe Springs
Time: 12:30 pm – 1:30 pm

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Minimum Wage & Exempt Salaries through 2023
This graph captures the California statewide minimum wages and corresponding minimum exempt salaries through 2023. REMEMBER: Individual cities continue to pass local minimum wage ordinances, superseding state law such as: Berkeley, Long Beach, Los Angeles, San Diego, San Francisco, and Santa Monica.

Check out minimum exempt salaries. Are you paying correctly?

Date	≤25 Employees		≥ 26 Employees	
	Rate	Min. Salary	Rate	Min. Salary
1/1/2017	\$10.50	\$43,680	\$10.50	\$43,680
1/1/2018	\$10.50	\$43,680	\$11	\$45,760
1/1/2019	\$11	\$45,760	\$12	\$49,920
1/1/2020	\$12	\$49,920	\$13	\$54,080
1/1/2021	\$13	\$54,080	\$14	\$58,240
1/1/2022	\$14	\$58,240	\$15	\$62,400
1/1/2023	\$15	\$62,400		

Important New California and Federal Laws Effective in 2018

- Beginning 9/1, Californians may choose a gender-neutral option on their birth certificate for those who are transgender, intersex or don't identify as male or female. This change will be allowed driver's licenses in 2019.
- It now requires a judge's warrant for federal agents to enter to your workplace for an immigration raid. Also, employers may be fined for not providing workers notice of 72-hours that agents will inspect employee records.
- Californians with HIV may no longer be charged with a felony for exposing a partner to the disease.
- Drivers for companies like Lyft and Uber may be cited for driving under the influence if they have a blood-alcohol content of .04%, the same as other commercial drivers.
- Some California cities will allow retail sales of marijuana for all uses (Organizations may still conduct pre-employment drug tests with marijuana as a disqualifying substance).
- Citizens may not smoke or consume marijuana in any way while driving or riding in a car on California roadways.

EBHR offers Expertise in the following areas:
On-Demand HR Consulting Services
Interim HR Project Professionals
Management Training & Coaching
HR Compliance Audits
Anti-Harassment and Diversity Training
Employee Handbook Development

DID YOU KNOW?
80% of managers think they are transparent with direct reports while only 33% of employees agree
75% of employees say approachability is the most important quality in an effective manager however only 50% of employees say they have an approachable manager
71% of managers say they know how to motivate their team – just 44% of employees agree
Consider an employee survey to learn more!

This publication is intended to provide general information only and is not intended as a source of legal advice. You should not assume that any information included applies to your specific situation. Accordingly, you should not use this information as a substitute for legal advice from a licensed attorney.

*5% Discount limited to first time Anti-Harassment training clients only. Other conditions may apply.