



# The Essential

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## Diversity is a Verb

Interested in learning more about diversity and how to make it work in your organization? EBHR President and founder, Sonya Kemp, partnered up with Kimberly Jones of Kelton Legend to deliver a webinar on this topic! Together, they explore the many facets of diversity, what affect leadership has with diversity, and how to make diversity work in your organization.

View the recording of the webinar [here!](#)

NEW! EveryBusiness HR Essentials now offers custom **Diversity & Inclusion** training focused on recognizing *Unconscious Bias* and how a range of differences can benefit your organization.

Contact us at [info@everybizhr.com](mailto:info@everybizhr.com) to learn more!

## OSHA Form 300A Submissions due July 1

OSHA recently updated their employer requirements regarding submission of 300A forms. Employers are required to maintain and post (for a set period) an accurate log of workplace injuries to comply. This new OSHA policy requires submission of Form 300As online by July 1 of this year. As of January 1, 2019 this form must be submitted by March 2.

## Save the Date!

EBHR will be sponsor the Santa Fe Springs Chamber of Commerce Human Resources Roundtable presented by attorney, Paul Fleck, of AALRR. Paul will provide the most up to date information around Hiring Employees. If you would like to attend as an EBHR guest, please contact us for more details and a complimentary pass!

**October 9, 2018**  
**Time: 12:30 pm -1:30 pm**

Are you in the city of Los Angeles? Minimum wage in the City of Los Angeles is increasing and will reach \$15 quicker than California. To determine if a workplace or job site lies within the Los Angeles City limits, visit [LA Zip Codes](#).

### City of Los Angeles

Effective Date	Employers with 26 or more Employees	Employers with <25 Employees
July 1, 2017	\$12.00	\$10.50
July 1, 2018	\$13.25	\$12.00
July 1, 2019	\$14.25	\$13.25
July 1, 2020	\$15.00	\$14.25
July 1, 2021	\$15.00	\$15.00
-	-	-
-	-	-

### California

Effective Date	Employers with 26 or more Employees	Employers with <25 Employees
January 1, 2017	\$10.50	\$10.00
January 1, 2018	\$11.00	\$10.50
January 1, 2019	\$12.00	\$11.00
January 1, 2020	\$13.00	\$12.00
January 1, 2021	\$14.00	\$13.00
January 1, 2022	\$15.00	\$14.00
January 1, 2023	\$15.00	\$15.00

Remember: The minimum annual salary for exempt employees is always 2x the minimum wage for hourly employees

Hourly	Salary
\$10.00	\$41,600
\$10.50	\$43,680
\$11.00	\$45,760
\$12.00	\$49,920
\$13.00	\$54,080
\$13.25	\$55,120
\$14.00	\$58,240
\$14.25	\$59,280
\$15.00	\$62,400

## Contractor or Employee? Use the new ABC test to find out!

The California Supreme Court recently decided a case regarding what elements constitute employee status versus independent contractor. This decision makes it more difficult to classify workers as independent contractors, but simplifies the classification process using the new "ABC" Test below:

- A) Worker is free from control/ direction of hiring entity surrounding performance of work**
- B) Worker preforms work that is outside the usual work performed by hiring entity**
- C) Worker is usually engaged in independently established trade, occupation or business**

If your answers to the above are yes, the worker in question may be an independent contractor. Conversely, workers who do not meet the above standards, may be employees. Why should you care? Workers who are misclassified as contractors can sue and receive back pay for overtime not paid, missed meal and rest periods, and hefty waiting time penalties.