

H1-B Visas Denials Increasing

The U.S. Citizenship and Immigration Services (USCIS) reports it is now more difficult to secure H1-B Visas for skilled foreign nationals. H1-B Visas provide non-citizens an opportunity to work in the U.S. in positions difficult to fill with American workers. H1-B Visa holders can be found in many industries, but large concentrations are found in the technology sector. With H1-B Visas denials up substantially, companies with Visa holders should submit initial applications early, and use premium processing to increase approval chances.

New Harassment Prevention Training Requirements

California employers with 50 or more employees must train all managers and supervisors on harassment prevention (AB 1825). Newly passed legislation (SB 1343) expands this requirement to smaller employers. In addition, all front-line, non-management, employees must also attend harassment prevention training. Have five (5) or more employees?

The new rules are: Two hours of training to supervisory employees

One hour of training to non-supervisory employees

Training must occur within 6 months of being hired and every two years

Contact us for Harassment Prevention Training before the 1/1/20 Deadline

Save the Date: December 11 12:15 pm – 1:30 pm

Join us for an EBHR sponsored lunch and learn
TOPIC: Impact of 2019/2020 Legislation & Your Business

Where: Santa Fe Springs

Speakers: Attorneys from Atkinson, Andelson, Loyo, Ruud & Romo

Email ondemandhr@everybizhr.com for complimentary pass

SAFETY ALERT: New PROP 65 ⚠️ "WARNING" Requirements

California businesses with 10+ employees are required to place a "clear and reasonable" warning label on any consumer product containing a chemical listed by the state for its potential to cause cancer or reproductive toxicity. Effective 8/30/18, new regulations change the form and content required for the warnings. For details on the new requirements, please visit:

<https://www.p65warnings.ca.gov/new-proposition-65-warnings>

EBHR donates backpacks to School on Wheels!



Learn more here: <https://www.schoolonwheels.org/>

EBHR SPECIALIZES IN:

- On-Demand HR Consulting Services
- Management and Supervisory Skills Training
- Diversity, Inclusion and Unconscious Bias Training
- Harassment Prevention Training

- Employee Handbooks Creation & Updates
- HR Compliance Reviews*
- Interim & Project HR Project Professionals
- HRIS Implementation & Outsourced HR

Gender X is Here!

California now legally recognizes a third gender of non-binary (X) on identification documents. The Gender Recognition Act now allows a person who has not had clinical treatment for gender change to alter the gender on their birth certificate to non-binary or "Gender X." Effective, 1/1/19, the same will be true for CA driver's licenses and identification cards.

De Minimis Time Must Be Paid in CA

The federal Fair Labor Standards Act's (FLSA) *de minimis* doctrine, excuses payment of compensable so small, it is too administratively difficult to record.

Recently the CA Supreme Court concluded that the federal *de minimis* standard is not applicable under CA law.

All CA employees must be paid for **any work performed**, regardless of the amount of time spent on the task.

EXAMPLE: An hourly employee is called briefly, after hours, about a work matter. The time, even if only a few minutes, must be paid.

RECOMMENDATIONS: If you use rounding rules, be sure rounding does not reduce employee pay. Be mindful of contacting employees outside of work hours -- if you do, document and pay the time!

EBHR SERVICES SPOTLIGHT

HR Compliance Review

EBHR conducts independent and confidential evaluations of company Human Resource (HR) management practices.

Why might your business need a Human Resources Compliance Review?

- 1) To ensure current employment practices are compliant & match best practices
- 2) To identify and propose remedies for issues which may pose an external audit risk

The HR Compliance review includes a deep dive into 8 areas:

1. Personnel Files
2. Job Descriptions
3. Termination Process
4. Leave of Absence Process
5. Form I-9 Review
6. Recruitment Process
7. Employment Posters & Notices
8. Paycheck and Stub Compliance

EBHR develops a comprehensive e-report pinpointing strengths, threats and corrective courses of action.

EBHR completes recommended actions, providing clients a compliant starting point and knowledge to remain so.



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