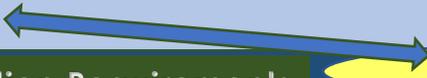


The Essential

EBHR SPECIALIZES IN:

- On-Demand HR Consulting Services
- Management and Supervisory Skills Training
- HR Compliance Reviews
- Harassment Prevention Training

- Employee Handbooks Creation & Updates
- Diversity, Inclusion and Unconscious Bias Training
- Interim & Project HR Project Professionals
- HRIS Implementation & Outsourced HR



EBHR SERVICES SPOTLIGHT

New Lactation Accommodation Requirements

Under current California law, employers are required to make reasonable efforts to provide an employee who wishes to express breast milk with the use of a room or other location, other than a toilet stall, in close proximity to the employee's work area for the employee to express milk in private for the employee's child. Employers are also required to provide such employees a reasonable amount of break time. The break time shall, if possible, run concurrently with any break time already provided to the employee. Break time for an employee that does not run concurrently with paid rest breaks need not be paid.

Effective January 1, 2019, AB1976 replaced the term "toilet stall" with "bathroom." In addition, employers that make a temporary lactation location available to employees shall be deemed to be in compliance if ALL of the following conditions are met:

- 1) they are unable to provide a permanent lactation location because of operational, financial or space limitations;
- 2) the temporary location is private and free from intrusion while an employee expresses milk;
- 3) the temporary location is used only for lactation purposes while an employee expresses milk;
- 4) the temporary location otherwise meets the requirements of state law concerning lactation accommodation.

New Harassment Prevention Training Requirements

California employers with at least 5 employees must provide harassment prevention training and education to all supervisory employees and non-supervisory employees in California by January 1, 2020.

EBHR provides a comprehensive and interactive 2-hour training for Supervisors and a 1-hour training for non-supervisory employees.

Areas covered:

- | | |
|---------------------------------------|--|
| Relevant Laws | Employer / Employee Obligations |
| Gender (including Transgender) | Complaints & Investigations |

We customize all training presentations specific to your policies, and address any unique situations with your staff.

- Supervisory and Non-supervisory training
- Competitive Pricing
- Training in English and Spanish



Confirm your 2019 training dates by 3/31/19 and save 5%! Limitations apply.

EBHR IS GROWING!

We are delighted to announce EBHR is growing. Please welcome [Lupe Villa](#), EBHR's newest team member! Lupe started in January as a Sr. Human Resources Generalist and has over eight years of HR experience. Lupe will be working closely with clients, on and off-site. Lupe's expertise will certainly add value to the services we provide.

Salary History Clarification

Effective January 1, 2019, AB 2282 was created to clarify that employers may ask a job candidate about the candidate's salary expectations, but not their current or previous salary history. Remember, external applicants (**NOT current employees**) are entitled to a pay scale upon request, but **only after** completing an initial interview.

Paid Family Leave Disability Waiting Period

Prior to January 1, 2018, an employee was eligible for benefits if, among other things, the employee was unable to perform his or her regular or customary work for a seven-day waiting period during each disability benefit period; but the employee was not entitled to payments for benefits during this waiting period.

Effective January 1, 2019, the 7-day waiting period has been eliminated. Employers are still permitted to require an employee to take up to two weeks of vacation prior to taking PFL benefits.

Paid Family Leave (PFL) Main Points:

- PFL is NOT a leave, but a wage replacement benefit that extends disability compensation to California employees who take time off work to care for a seriously ill child, spouse, parent, domestic partner, grandparent, grandchild, sibling, or parent-in-law, or to bond with a new child.
- Applies to all employees and businesses of all sizes.
- Employees cannot receive more than 6 weeks of PFL benefits within any 12-month period.
- Seven-day waiting period for employee to receive benefits has now been eliminated.

Settlement Agreement and Confidentiality

In the wake of the #metoo movement, any settlement agreement entered into on or after January 1, 2019 that prevents the disclosure of the factual information relating to the following civil and/or administrative claims will be void: (a) sexual assault; (b) sexual harassment; (c) workplace harassment or discrimination based on sex; (d) failure to prevent an act of workplace harassment or discrimination based on sex; (e) retaliation against a person for reporting harassment or discrimination based on sex; (f) harassment or discrimination based on sex; or (g) retaliation against a person for reporting harassment or discrimination based on sex.

Recommendation: While many organizations use template settlement agreements and confidentiality clauses, it is highly recommended that these agreements be evaluated by a labor attorney to meet current compliance requirements.