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California Employee Handbook Template

This Employee Handbook is designed to familiarize you, the employee, with _______
[Company Name] and provide you with information about working conditions, employee benefits, and some of the policies affecting your employment.

By outlining the expectations in a clear format, we hope to encourage open communication and provide guidance on the conduct that _____[Company Name] expects from all employees. This handbook is intended for all employees in the state of California.

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Equal Employment Opportunity Statement

[Company Name] is committed to providing a work environment that is free of discrimination. In keeping with this commitment, the company maintains a strict policy prohibiting unlawful discrimination based on sex, race, color, religious creed, national origin, physical or mental disability, protected medical condition, age, sexual orientation, or any other basis protected by federal, state, or local law.

Leave Policies

The following are specific leave policies that ______ [Company Name] provides to comply with California laws:

- California Family Rights Act (CFRA) Leave: Employees are eligible for up to 12
 weeks of unpaid leave for certain family and medical reasons.
- Pregnancy Disability Leave: As per California law, employees affected by pregnancy, childbirth, or related medical conditions are entitled to disability leave.
- Sick Leave: California law mandates that employees must accrue at least one hour of paid sick leave for every 30 hours worked.

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California. State Department of Employment

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O'Brien's California Employer-employee Benefits Handbook Series David W. O'Brien, Bernadette M. O'Brien, 1990 O'Brien's California Employer-Employee Benefits Handbook David W. O'Brien, Bernadette M. O'Brien, 1991-01-01

California Employer-employee Benefits Handbook David W. O'Brien,1987 California Employer-employee Benefit

Handbook David W. O'Brien,1974 Employee Benefits Law Jeffrey D. Mamorsky,2024-04-28 Employee Benefits Law

ERISA and Beyond takes you step by step through these and other statutes and regulations to help ensure that your plans are

properly structured qualified and implemented Employers' Handbook on the California Unemployment Insurance Code

California. State Department of Employment,1962 California Leave Law Bernadette M. O'Brien,Lizbeth West,

Medill's Introduction to Employee Benefits Law: Policy and Practice, 6th COLLEEN E. MEDILL, 2023-12-13 *Employee Benefits - an Employer's Guide* John Wentzell, Jr., 2017-11-27 Description Coming Soon Benefits Compliance Guide Rsm McGladrey, Balser Group, 2011-12-20 Mandated Benefits Compliance Guide 2012 Edition is a comprehensive and practical reference manual covering key federal regulatory issues that must be addressed by human resources managers benefits specialists and companyexecutives in all industries Mandated Benefits Compliance Guide includes in depth coverage of these andother major federal regulations Patient Protection and Affordable Care Act PPACA Health Information Technology for Economic and Clinical Health HITECH ActMental Health Parity and Addiction Equity Act MHPAEA Genetic Information Nondiscrimination Act GINA Americans with Disabilities Act ADA Employee Retirement Income Security Act ERISA Health Insurance Portability and Accountability Act HIPAA Heroes Earnings Assistance and Relief Tax Act HEART Act Consolidated Omnibus Budget Reconciliation Act COBRA Mandated Benefits Compliance Guide helps take the guesswork out of managingemployee benefits and human resources by clearly and concisely describing theessential requirements and administrative processes necessary to comply witheach regulation The Guide offers suggestions for protecting employers against the most common litigation threats and recommendations for handling varioustypes of employee problems Throughout the Guide are numerous exhibits useful checklists and forms anddo s and don ts A list of HR audit questions at the beginning of each chapterserves as an aid in evaluating your company s level of regulatory compliance Plus the 2012 Edition includes a BONUS CD ROM which includes the manyexhibits checklists and forms that are contained in the book The 2012 Mandated Benefits Compliance Guide has been updated to include A discussion on a new rule under the FLSA regarding tipped employeesNew regulations and guidelines for health care reform as mandated by the Patient Protection and Affordable Care ActA discussion of when release of an employee's personal health information to the employer may be acceptable and new information on Excise Taxes for noncompliance to be reported on Form 8928Information on Form 8928 Excise Taxes for non complianceInformation on the IRS proposed broadened definition of fiduciary to include anyone who provides a plan with investment advice bonding requirements and newly required fee

disclosure to plans and participantsNew information on the final rules of the ADAAA including the nine rules ofconstruction that are used to determine if there is a substantial limitationA discussion on the safe harbor language an employer may use when requestingmedical information to verify the need for FMLA leaveThe latest information on E Verify including the new U S passport photomatching capabilities of the program and the decision by the U S SupremeCourt allowing states New information on structuring severance plans where thepayout spans two tax years in order to maintain exemption from Section 409ArequirementsA new section outlining additional requirements for federal contractors and subcontractors DOL s proposed regulations for revising the AAP and non discrimination requirements for veterans recent changes to functionalAAPs new information on required compensation analyses and a revised compliance evaluation sectionThe new whistleblower protections under Sarbanes Oxley as amended by the DoddFrank Act of 2010 including the new financial award program available towhistleblowersNew guidance on transitional relief for correcting nonqualified deferred compensation plan failures

U.S. Master Employee Benefits Guide: 2020 Edition Wolters Kluwer Editorial Staff, 2020-01-30 The 2020 U S Master Employee Benefits Guide is the ideal reference for HR personnel benefits professionals benefits attorneys payroll managers or anyone involved in the area of employee health and welfare benefits This handy authoritative book discusses pertinent federal tax and employment laws as they involve employee benefits plans U S Master Employee Benefits Guide Offers helpful insights into the issues that confront HR and benefits personnel on a daily basis Features explanations of the many employee benefit changes arising out of recent law and regulatory changes Addresses employee benefits communication management reporting and disclosure and other compliance issues Includes cross references to the Internal Revenue Code and Regulations ERISA and its regulations and Wolters Kluwer's Employee Benefits Management products Includes time saving features such as compliance documents and checklists The 2020 U S Master Employee Benefits Guide has been updated to include coverage of Increased penalties for failure to file ERISA required reports New rules on Association Health Plans AHP Final rules on Small Business Health Options Program SHOP Final rules on contraceptive coverage under the Affordable Care Act ACA Agency guidance on the FMLA IRS guidance pursuant to the Tax Cuts and Jobs Act P L 115 97 including the employer credit for paid family leave and qualified tuition programs IRS guidance on the small employer health insurance tax credit Note Online subscriptions are for three month periods Previous Edition U S Master Employee Benefits Guide 2019 Employers' Handbook on the California Unemployment Insurance Code California. 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Buckley, 2020-11-09 Multistate Guide to Benefits Law is designed as a comprehensive practical reference for every benefits department It enables benefits professionals to keep abreast of increasingly complex state rules that govern important benefits The reader can readily locate information concerning one state s treatment of a particular issue or compare the required by several states by utilizing our easy to read chart format The charts also provide citations to current state statutes regulations and other authority governing important benefits issues The 2021 Edition provides coverage of the following legislative and regulatory developments since the publication of the 2020 Mid Year Supplement The latest developments regarding the COVID 19 pandemic response and relief provided by the federal Families First Coronavirus Response Act of 2020 and the Coronavirus Aid Relief and Economic Security Act of 2020 Colorado's new Healthy Families and Workplaces Act which provides for permanent compensated public health emergency leave as well as paid sick leave for employees Recent developments in state regulation of health care benefits including laws passed in 2020 because of COVID 19 such as expanded telemedicine mandates Recent developments in health care reform including the Supreme Court's July 2020 decision in a controversial case involving employer provided insurance coverage of contraceptives Current state disability and unemployment insurance information including taxable wage bases employer contribution rates and maximum minimum weekly benefit amounts Recent state legislation requiring paid family and medical leave for employees A round up of state laws prohibiting employers from discriminating against holders of medical marijuana licenses in hiring and employment Current state workers compensation for calculating maximum minimum weekly benefit amounts Thoroughly updated tables and exhibits throughout the volume State Laws Included Alabama Alaska Arizona Arkansas California Colorado Connecticut Delaware Florida Georgia Hawaii Idaho Illinois Indiana Iowa Kansas Kentucky Louisiana Maine Maryland Massachusetts Michigan Minnesota Mississippi Missouri Montana Nebraska Nevada New Hampshire New Jersey New Mexico New York North Carolina North Dakota Ohio Oklahoma Oregon Pennsylvania Rhode Island South Carolina South Dakota Tennessee Texas Utah Vermont Virginia Washington West Virginia Wisconsin Wyoming Previous Edition Multistate Guide to Benefits Law 2020 Edition ISBN 9781543818741 Employers' Handbook on the California Unemployment Insurance Code California. 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and do s and don ts A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company s level of regulatory compliance The Mandated Benefits 2014 Compliance Guide has been updated to include Updated best practices for organizing the human resources department Information on Federal Insurance Contributions Act FICA and severance pay New regulations and guidelines for health care reform as mandated by the Patient Protection and Affordable Care Act PPACA New information on de identified protected health information PHI and the effect of the omnibus final rules on business associates and notification requirements in case of a breach of PHI Information on the revised model election notice as required under PPACA A completely revised section on the final rules implementing HIPAA s nondiscrimination requirements for wellness programs and updated information on providing employee benefits to legally married same sex couples based on the Supreme Court's decision in United States v Windsor A new section on the ADA's direct threat provisions Updated information on caregiver leave under military family leave and survey data regarding the FMLA s impact Updated information on completing the newest Form I 9 and the E Verify system The OFCCP s final rules for developing and implementing AAPs for veterans and individuals with disabilities and new policy directive for compensation compliance evaluations A new section on bring your own device to work and its impact on employee privacy Information on the final rule revising the hazard communication standard and the requirements for safety data sheets which will replace material safety data sheets New information on medical marijuana in the workplace **Employers' Handbook on the California** Unemployment Insurance Code California. State Department of Employment, 1968 Employers' Handbook on the California Unemployment Insurance Code California. State Department of Education, 1958 California Employer's Guide Mark Steven Summers. California Employer's Guide Mark Steven Summers, 1990

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