

REDEFINING
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WAY TO DO
BUSINESS
IN THE
21ST CENTURY



1405 WARNER AVENUE
TUSTIN • CA • 92780
PHONE (714) 258-8340
FAX (714) 258-8391

NOVEMBER 30, 2011

With 23 reporting, EAOC members had \$42,368,000 in total sales for 2010

Jonathan Judge of Atkinson, Andelson, Loya, Ruud & Romo (founded in 1979) gave the classification presentation today. Jonathan was born in Luxembourg, Europe. His family moved to Minnesota and then Utah. Jonathan worked in Human Resources before he decided to go to USC Law School. He passed the bar on his first try in 2003.

AALRR are the good guys only representing employers in labor law issues.. They represent their clients in court, arbitration, in front of government agencies and give advice and council to clients. They represent all size clients and any firm that has an employee is a potential client.

Jonathan gave us an update 2012 California Legislation going into effect January 2012:

AB 22 Consumer Credit Reports – Prohibits most employers from obtaining consumer credit reports on prospective hires

AB 240 Wage Recovery: Liquidated Damages – Allows employees to recover liquidated damages equal to the wages unlawfully unpaid and interest through claim filed with Labor Commissioner.

AB 469 Wages: Notice and Civil Penalties – Notice upon hire detailing 7 items relating to employee's pay and employment

- (1) the rate and the basis of pay,
- (2) allowances, if any, claimed as part of the minimum wage,
- (3) regular payday,

TO SUCCEED IN
BUSINESS IT'S NOT
WHAT
YOU KNOW BUT
WHO
YOU KNOW THAT
COUNTS MOST!

SCHEDULE

Dec 7th Mini Talks
EAOC Holiday Happy Hour
Dec 14th Randy Bryan
Shannon-Bryan Mortuary
Dec 21st Open (last meeting of
the year)

EAOC 2011
Holiday Happy Hour Mixer
Wed., Dec. 7, 2011, 5:30 to 7:30 om
Spoons
2601 Hotel Terrace Dr.,
Santa Ana, CA 92705

- (4) the name of the employer,
- (5) physical address of the employer,
- (6) the telephone number of the employer,
- (7) the name, address, and phone number of the employer's workers' compensation insurance carrier.

AB 592 Leaves – Makes unlawful to interfere with any right provided to an employee under CFRA or Pregnancy Disability Law.

AB 887 Gender Discrimination – Expands definition of gender to include gender expression.

AB 1236 Use of E – Verify - Prohibits the state, cities, counties or special districts from requiring employers to use E-Verify.

AB1396 Commissions Agreements – Requires written agreements where commissions are paid.

SB 272 Leave of Absence: Organ Donation – Modifies bone Marrow and organ donation leave law.

SB 299 Pregnancy Leave – Requires employers to maintain insurance coverage for up to four months for an employee who takes Pregnancy Disability Leave.

SB 559 Discrimination Genetic Information – Prohibits discrimination on the basis of genetic information.

SB 459 Independent Contractor – Prohibits willful misclassification of individuals as independent contractors

What fun for California employers.

MEMBERSHIP

The following firms have been proposed for membership in the **Executives' Association of Orange County**. Any member who wishes to cast a negative vote please call the Executive Director.

FIRST PRINTING

Action Duct Cleaning
 1719 N. Brigantine Lane, Orange 92867
 Rep. Tracie Jerling
 Class. Duct Cleaning
 Proposed by Kevin Becker

SECOND PRINTING

Action Duct Cleaning
 1719 N. Brigantine Lane, Orange 92867
 Rep. Tracie Jerling
 Class. Duct Cleaning
 Proposed by Kevin Becker



DECEMBER CELEBRATIONS



EAOC ANNIVERSARY

- 3 Yrs. Nick Kirkland
The Roger Stone Agency
- 6 Yrs. Jonathan Judge
Atkinson, Andelson, Loya, Ruud & Romo
- 12 Yrs. Marshall Davis
Goldenwest Roofing

BIRTHDAYS

- 12/06 Lydia Pooler
JubJub Interactive
- 12/19 Sammy Montoya
La Chiquita Restaurant
- 12/21 Doug Whitney
ABenefitStore.com



WEDDINGS

- 12/3 Carlos & Tammy Salazar
Salazar & Associates
- 12/4 Timothy & Robin Osborn
Osborn Chiropractic
- 12/28 Nick & Allyson Kirkland
The Roger Stone Agency



New Members Not In Directory

Maribel Lopez 714-724-4243
 The Blooming Branch #11
 968 N. Enterprise, Orange, CA 92867
 Classification: Floral Designs

Abraham Cohen 949-232-7240
 AAA Locksmith #21
 200 Technology Ste J, Irvine CA 92618
 Classification: Locksmith