

REDEFINING
THE BEST WAY
TO DO BUSINESS
IN THE
21ST CENTURY



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OCTOBER 10, 2018

With 16 reporting, EAOC members had 813,885,900 in total sales in 2017.

Jonathan Judge of Atkinson, Andelson, Loya, Ruud & Romo (founded in 1979) gave an employer update today. AALRR are the good guys, only representing employers in labor law issues. They represent all size clients and any firm that has an employee is a potential client. They advise clients every day regarding: employment applications, employee manuals, wrongful termination, discrimination, sexual harassment claims, meal and rest period violations, suits on trade secret theft and overtime class action law suits, just to name a few vulnerable areas for employers. Jonathan is now a partner and has been with the firm for sixteen years. AALRR has 185 attorneys in nine offices in California.

The following are legislation that passed:

AB 1976 Lactation Accommodation – Specifies private room cannot be a bathroom unless the employer can show it would be an undue hardship to provide some other location.

AB2034 Human Trafficking and Awareness Training – As of 1/1/2021, a business that operates intercity passenger rail, light rail or bus stations is required to provide human trafficking awareness training (how to recognize and report) to all employees who may interact with or come into contact with a victim of human trafficking.

AB2282 California's Fair Pay Act – The Bill clarifies last year's AB168 requiring California employers to provide applicants a pay scale for a position upon reasonable request. Applicant = individual seeking employment. Pay scale = salary or hourly wage range.

TO SUCCEED IN
BUSINESS IT'S NOT

WHAT

YOU KNOW BUT

WHO

YOU KNOW THAT

COUNTS MOST!

SCHEDULE

Oct 17th Mini Talks
Oct 24th Randy Smith
RC Smith Design Build
Oct 31st Greg Peterson
Sadler Roofing

GREETERS OCTOBER 10

Erik Reyna
E.R. Painting Services
Mike Lightman
Odor Removal Experts of OC
Ron Dymek
Dymek Freedom Plumbing

AB2587 – Amendment to Paid Family Leave Benefits – There is no longer a waiting period to which vacation time can be applied.

AB3018 Increase Penalties Associated with Skilled and Trained Workforce Requirements for Public Works Projects. – Adds a civil penalty of \$5000 per month if the Labor Commissioner determines a contractor did not meet the requirements of a “skilled and trained workforce” and a penalty of \$10,000 per month for a second violation within a three-year period.

AB2770 Privileged Communication Regarding Sexual Harassment – The bill protects (1) employee reports of sexual harassment that are based on “credible evidence” (2) employer communications with “interested persons” regarding sexual harassment allegations, and (3) statements by the employer to a former employee’s potential future employer regarding whether the employee is eligible for rehire, based on a determination the employee engaged in sexual harassment.

AB 3109 Contracts and Settlement Agreement – Waiver of Right to Testify and SB 820 Settlement Agreements (Response to the Me Too Movement)

After 1/1/2019 any contract or settlement is void and unenforceable if it waives a party’s right to testify concerning criminal conduct or sexual harassment. Prohibits provisions in settlement agreements that prevents disclosure of factual information relating to claims of sexual assault, sexual harassment of discrimination based on sex.

MEMBERSHIP

The following firm has been proposed for membership in EAOC.

FIRST PRINTING

William Gomez, Field Underwriter
Lincoln Heritage Funeral Advantage
949-735-1140
Class: Funeral Insurance
Proposed by Sammy Montoya

New Member Not in the Directory

Greg Peterson #21

Sadler Roofing, Inc. 949-675-5095

Cell: 714-502-4673

2369 N. Batavia, Orange 92865

Class: Roofing, Commercial

Philip Stout Gardner # 31

502-417-9189

2302 Franzen Ave. Ste. B

Santa Ana, 92705

Class: Gardner

Tracy Roberts, Attorney At Law # 23

562-340-6277

3020 Old Ranch Parkway

Seal Beach, 90740

Class: Estate Planning Attorney

Ronald Dymek # 26

Dymek’s Freedom Plumbing

714-632-8989

291 E. Miraloma Ave. #17

Anaheim, CA 92806

Class: Plumbing & Sanitation

Sewer Contractor

Thought for the Week

"All things being equal people want to do business with people they like, know and trust. Even if all things are not equal they still want to do business with people they like, know and trust."