

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



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With 11 reporting, EAOC members had \$7,344,000 in total sales in 2018.

Jonathan Judge of Atkinson, Andelson, Loya, Ruud & Romo gave us an update on new employment legislation for 2019. The impact of #MeToo movement on the workplace has been significant: Uptick in EEOC/FEHA Claims, targeted enforcement by administrative agencies, increase in civil filings, heightened scrutiny of internal investigations, expanded training requirements and new legislation.

SB 224 – Personal Rights: Civil Liability and Enforcement - Expands the types of relationships subject to sexual harassment claims to include one in which the defendant holds himself/herself out as being able to help the plaintiff establish a business, service, or professional relationship with the defendant or a third party.

SB 1343 –Sexual Harassment Training – CA Employers - SB 1343 expands the current training requirement which only applies to employers with at least 50 employees, now employers with at least 5 employees, including temporary or seasonal employees, must provide at least 2 hours of sexual harassment training and education to all supervisory employees, and at least 1 hour of sexual harassment training to all non-supervisory employees, by January 2020 and once every 2 years thereafter.

SB 1343 –Sexual Harassment Training – Staffing Agencies - Beginning January 1, 2020, for seasonal and temporary employees, or any employee hired to work for less than six months, an employer shall provide training within 30 calendar days after the hire date or within 100 hours worked, whichever occurs first.

SB 820 - Settlement Agreements: Confidentiality Restrictions - SB 820 adds Code of Civil Procedure section 1001, effective January 1, 2019, which prohibits provisions in settlement

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

SCHEDULE

March 6th - Ron Dymek
Dymek's Freedom Plumbing

Mar 8th - Flag Luncheon
La Chiquita

MARCH 6TH GREETERS

Carlos Salazar
Salazar Associates
Jerry Davis
Jerry Davis Painting
Doug Whitney
ABenefitStore.com

agreements that prevent the disclosure of factual information relating to civil or administrative claims of sexual assault, sexual harassment, or workplace harassment or discrimination based on sex.

AB 3109 – Contracts and Settlement Agreements – No Waiver of Right to Testify - AB 3109 adds Civil Code section 1670.11, which makes a provision in a contract or settlement agreement entered into on or after January 1, 2019, void and unenforceable if it waives a party's right to testify in an administrative, legislative, or judicial proceeding concerning alleged criminal conduct or sexual harassment when the party has been required or requested to attend the proceeding pursuant to a court order, subpoena, or written request from an administrative agency or the legislature.

AB 2770 – Privileged Communications Regarding Sexual Harassment - AB 2770 designates three types of employer communications regarding sexual harassment as "privileged" communications: Employee reports of sexual harassment that are based on "credible evidence"; Employer communications with "interested persons" regarding sexual harassment allegations; Statements 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. These communications cannot form the basis of a defamation claim unless they are made with malice.



MEMBERSHIP

The following firms have been proposed for membership in EAOC.

SECOND PRINTING

Dr. Haleh Ranjijfroody
1-844-366-6898

Chiropractor

23183 La Cadena Dr., Laguna Hills

Class: Chiropractor

Proposed by Rick Kvalheim

Proposed by Gayle Stewart



MARCH CELEBRATIONS



HAPPY EAOC ANNIVERSARY

1 Yr. Erik Reyna

E.R. Painting Services

17 Yrs. Rick Baker

PAV-KOTE, Inc.

18 Yrs. Lee Pooler

Jub Jub Interactive

42 Yrs. Mel Smith

Mel Smith Electric

46 Yrs. Hal Grimshaw

Belden Hiramoto Liu & Co., LLP

48 Yrs. Andy Ross

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BIRTHDAY BONANZA

3/1 Donny Delfin

Pacific Western Bank

3/31 Rick Baker

PAV-KOTE, Inc.

WEDDING ANNIVERSARIES

3/18 Hal & Diane Grimshaw

Belden Hiramoto Liu & Co., LLP

3/19 Wesley & Beauty Oliver

Axia Home Loans

3/20 Phil & Theresa Kintz

Kintz Cabinets

Please Note: If the 'Celebration Information' above is incorrect or missing, please email the correct information to the EAOC office immediately.