

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



1405 WARNER AVE., B
TUSTIN • CA • 92780
PHONE (714) 258-8340
FAX (714) 784-7806

OCTOBER 29, 2014

With 24 reporting, EAOC members had \$446,907,864 in total sales for 2013



Jonathan Judge of Atkinson, Andelson, Loya, Rudd & Romo (founded in 1979) gave the classification presentation today. Jonathan was born in Luxembourg, Europe. His family moved to Minnesota and then Utah. He is married to Elizabeth and they have a beautiful daughter Layla and a cute dog Avery. 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 advise clients everyday 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, labor negotiations just to name a few vulnerable areas for employers. They also represent clients in front of the National Labor Board.

Jonathan gave us a labor alert for 2015. Governor Brown signed into law the Healthy Workplaces, Health Families Act of 2014, which will require California

TO SUCCEED IN
BUSINESS IT'S NOT

WHAT

YOU KNOW BUT

WHO

YOU KNOW THAT

COUNTS MOST!

SCHEDULE

Nov 1st Open

Nov 12th Lee Pooler of
Jub Jub Interactive

GREETERS

Santos Santana
Santos Santana Landscaping

Carlos Salazar
Salazar & Associates

Maribel Lopez
The Blooming Branch

employers to provide to nearly all employees – exempt and non exempt – paid sick days effective July 1, 2015.

With limited exceptions, every employee who is employed in California for 30 days or more will be entitled to accrue paid sick leave at the employee's regular rate of pay of not less than one hour per every 30 hours worked commencing on the first day of employment or the effective date of the new law (July 1, 2015), whichever is later. An employee shall be entitled to use accrued paid sick days beginning on the 90th day of employment, after which the employee may use paid sick days as they are accrued. An employer may limit an employee's use of accrued paid sick days to three days or 24 hour per year of employment.

An employer will be required to permit an employee to use paid sick days for: "Diagnosis, care, or treatment of an existing health condition of , or preventative care for, an employee or an employee's family member" is defined as:

- A child, parent, grandparent, grandchild, sibling, spouse or registered domestic partner
- An employee who is a victim of domestic violence, sexual assault, or stalking [to take "time off from work to obtain or attempt to obtain any relief, including, but not limited to a temporary restraining order, restraining order, or other injunctive relief]

An employer will be required to display in each workplace of the employer a poster stating all of the following:

1. An employee is entitled to accrue, request , and use paid sick days;
2. The amount of sick days provided for by [the Act]
3. The terms of use of paid sick days
4. That retaliation or discrimination against an employee who requests paid sick days or uses paid sick days, or both is prohibited and that employee has the right to file a complaint with the Labor Commissioner against the employer who retaliates or discriminates against the employee.



Happy Halloween

Target Classifications

Moving & Storage	Hotel
Awnings & Canvas	Optometrist
Veterinary Clinic	Locksmith
Window Cleaning	Janitorial Service

Thought for the Week

"You gain strength, courage, and confidence by every experience in which you really stop to look fear in the face. You must do the thing which you think you cannot do."

-Eleanor Roosevelt