



WITH 12 REPORTING, EAOC MEMBERS HAD \$51,573,300 IN TOTAL SALES IN 2022.

## The EAOC Weekly

### LEGAL UPDATE FROM LABOR ATTORNEY JONATHAN JUDGE

Staying on top of new legislation couldn't be easier for EAOC members, since we have Labor Attorney Jonathan Judge in our roster!



Jonathan Judge, Partner with Atkinson, Andelson, Loya, Ruud & Romo, advises employers in various labor and employment law matters, including drug testing, mass layoffs (WARN), disparate impact analysis, immigration compliance, trade secrets, privacy, technology in the workplace, piece rate compensation, municipal and state sick leave, local, state and federal minimum wage law, and the Patient Protection and Affordable Care Act.

At this week's morning meeting, members received

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

#### UPCOMING SPEAKER SCHEDULE

**DECEMBER 6TH, 2023**

Ruben Mota, Handyman

**DECEMBER 13TH, 2023**

Ron Dymek, Dymek's Freedom  
Plumbing



The Executives' Association  
of Orange County

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## Proposed 2024 Employment Legislation and Recent Developments

EAOC – November 29, 2023

PRESENTED BY:  
Jonathan Judge, Partner

Cerritos • Fresno • Irvine • Marin • Pasadena • Pleasanton • Riverside • Sacramento • San Diego



updates on recent developments in employment legislation discussed in Jonathan's previous presentation. Of particular interest to members were the updates to the statewide Paid Sick Leave Law, Senate Bill (SB) 616.

Some key takeaways from the presentation were:

- Previous law required 24 hours per year of sick leave.
- SB 616 increased the requirement to 40 hours per year.
- SB 616 now allows a carryover balance from year to year of 80 hours (previous law was 48 hours).

We are incredibly lucky to have Jonathan as a member of our team, and to keep us informed and current, ESPECIALLY during times like these.

Jonathan provides pro bono legal work for employers through Public Counsel and is a member of several Orange County industry organizations.

**To learn more about new legislation, or to discuss your business needs with Jonathan, please visit [www.aalrr.com](http://www.aalrr.com).**



## MEMBERSHIP

*The following firms have been proposed for membership in EAOC:*

### **SECOND PRINTING**

**Alan Scott Fecher, D.C.**

**Back in Line Chiropractic and Rehab Center**

2901 E. Katella Ave., Suite H

Orange, CA 92867

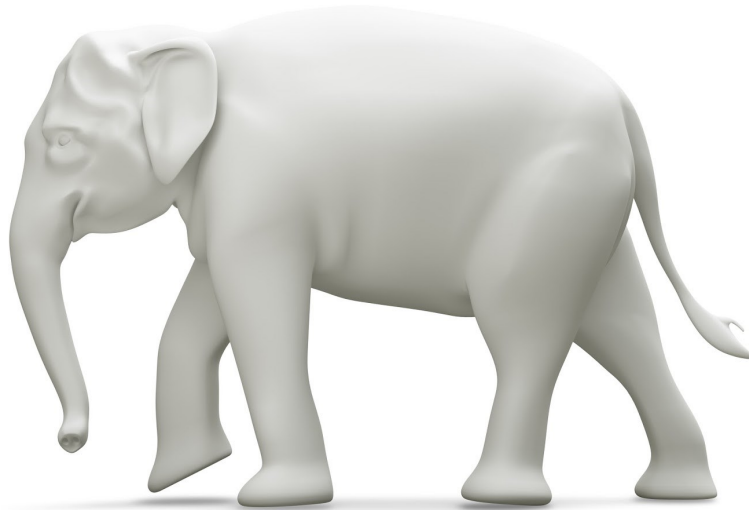
phone: 714.633.BACK (2225)

*Classification: Chiropractic*

*Proposed by Danny Baker*

*You're Invited!*

# **White Elephant Exchange**

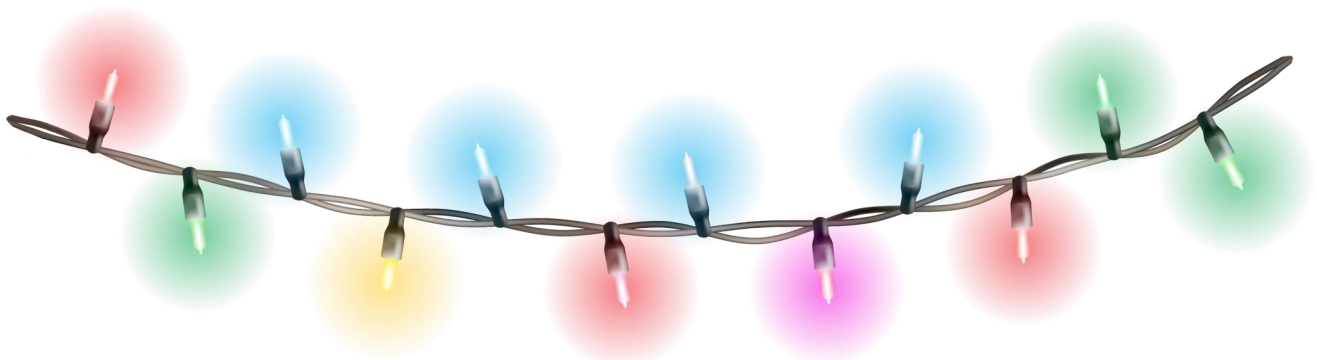


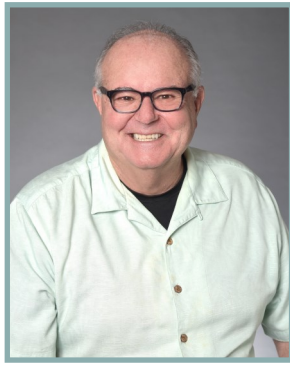
*December 20th—7:00 am-8:00 am*

We are excited to be bringing back EAOC's White Elephant Exchange party during our morning meeting! Please bring one wrapped gift of any dollar value. It can be a used item, however, it still needs to work.

Email Katie with questions, or for any assistance. We want to see EVERYONE there!

*Thank you!*





## PRESIDENT'S MESSAGE

Happy Friday, everyone!

If you missed this week's meeting at the Green Parrot Villa, you missed a great breakfast and presentation by Jonathan Judge of Atkinson, Andelson, Loya, Ruud & Romo,

our trusted Employment Law Attorney. Jonathan gave a detailed update of all the new laws coming into effect on 1/01/2024. The most significant for employers is the new Senate Bill 616 requiring employers to pay up to 40 hours (5 days) of sick leave, an increase from the current 24 hours. The leave can be front loaded to avoid a carryover, or can be on an accrual basis, 1 day for each 30 hours of work.

I want to thank Diana Diaz of Deelux Florista and Events for the beautiful holiday festive centerpiece she donated. Get your holiday orders in as soon as you can.

We hope to see everyone in person on Wednesday, when Ruben Mota presents.

Another thank you to Katie and our board for giving their time after the meeting to plan a membership drive, coming soon in the new year.

- Ron

**Ron Dymek**

**DYMEK'S FREEDOM PLUMBING**  
**EAOC 2022-2023 President**



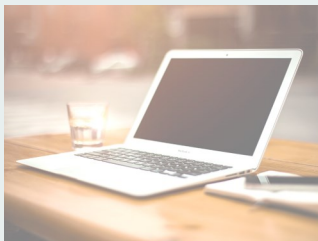
## NEW MEMBER TARGETING

We are actively seeking new members in the following classifications:

- Chiropractor
- Long-Term Care
- Pastry Chef
- Window Washing
- **Solar Panels**
- Wifi Expert
- Vinyl Fencing
- Acupuncture
- Dry Cleaning

*Please email Katie for more details!*





## DON'T FORGET...

- Update your Yelp and social media pages with **CURRENT** operating hours and information.
- Add CONTACT-LESS [merchant processing](#).
- If your office is **EMPTY**, have an [alarm system](#) in place.
- Update your [International Association profile](#).



## DECEMBER CELEBRATIONS

### HAPPY EAOC ANNIVERSARY

18 Yrs Jonathan Judge—**Atkinson, Andelson, Loya, Ruud & Romo**

### BIRTHDAY BONANZA

12/6 Lydia Pooler—**Jub Jub Interactive**  
12/19 Sammy Montoya—**La Chiquita Restaurant**  
12/23 Ron Dymek—**Dymek's Freedom Plumbing**

### WEDDING ANNIVERSARIES

12/3 Carlos & Tammy Salazar  
**Salazar Associates**

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

# Target Classification of the Month: **Residential Roofer**



## *Calling all Residential Roofers!*

EAOOC members: we are actively seeking a qualified, trusted, tried and true Residential Roofer to fill our Target Classification of the Month.

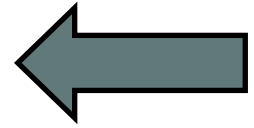
Please consider your entire network, and invite your favorite Residential Roofer to breakfast next week!

Email Katie to get them on our guest list.

*Thank you!*



# EAOC QUICK LINKS

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