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Is Your School's Employee Handbook Up-To-Date?

This year has seen a number of significant changes to the landscape of labor and employment law. In light of these numerous changes, it is more important than ever to have an up-to-date employee handbook that clearly and accurately reflects the current state of the law. Failure to do so can cause disruption, confusion and lead to claims of liability.

There has been extensive media coverage of the fact that starting on July 1, 2015, virtually all California employers must offer paid sick leave to both full-time and part-time employees. Further, on July 13, 2015, Governor Jerry Brown signed a bill into law that further broadens the manner in which employers may provide paid sick leave to their employees.

Aside from the recent laws regarding paid sick leave, a number of other key employment-related bills went into effect in 2015 which necessitate updates to your employee handbook:

- **AB 1432:** requires charter schools to annually train mandated reporters, using the online training module provided by the State Department of Social Services (or an alternative which must be reported in writing to the California Department of Education) within the first six (6) weeks of each school year or within six (6) weeks of the mandated reporter's employment with the school.
- **AB 1443:** expands the provisions contained in California's anti-harassment in employment laws to also pertain to unpaid interns and volunteers.
- **AB 1667:** instead of undergoing a tuberculosis ("TB") examination, a person may instead only undergo a TB risk assessment; the person would only be required to submit to a TB examination if the risk assessment shows that the person is at risk for having been exposed to TB.
- **AB 2053:** in addition to requiring employers to provide at least two (2) hours of training and education regarding sexual harassment to all supervisory employees, the training must also address prevention of abusive conduct.

Beyond the statutory changes noted above, both Federal and State agencies have proposed or enacted administrative rules related to a number of subjects, including changes to the California law which gives employees the right to take an unpaid leave of absence to care for their own or a family member's serious health condition; new employer obligations under California's anti-discrimination in employment laws; new guidance regarding under what circumstances a worker may lawfully be classified as an independent contractor; and new prohibitions concerning discrimination and/or retaliation against immigrant employees and applicants. Please note that employers are legally required to publicize many of these policies in writing. As a result, it is critical that all employers review and update their employee handbooks.

If you should have any questions regarding this update, please contact Jim Young, Chastin Pierman, or Marvin Stroud at the Law Offices of Young, Minney & Corr, LLP at (916) 646-1400. Or find us on the web at: www.mycharterlaw.com.

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