

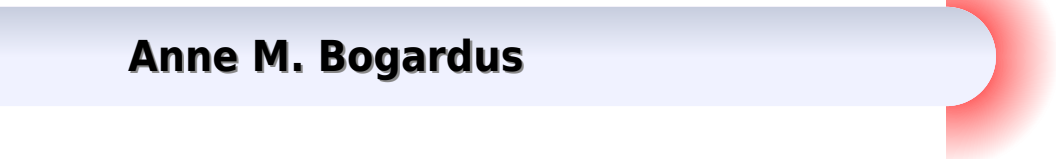
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Study Guide to Become A California HR Professional in No Time!



California Hr Guide

Anne M. Bogardus



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California Employment Law: An Employer's Guide James J. McDonald, Jr., 2024-04-16 California Employment Law An Employer's Guide is the go to guide for anyone who must contend with employment law in California as part of their day to day work including employers based outside of California with employees working in the state This valuable reference is comprehensively updated to address new developments in 2021 including new requirements for severance agreements new restrictions on non disparagement agreements expansion of the California Family Rights Act to include parents in law new Cal OSHA penalties for enterprise wide and egregious violations and many more

Perils and Pitfalls of California Employment Law Matthew S. Effland, 2014 Perils and Pitfalls of California Employment Law provides a detailed and thorough summary of the key substantive employment laws in the Golden State and discusses the ways in which they most differ from the federal statutes that guide most of the rest of the country Author Matthew S Effland approaches this topic from the perspective of an experienced HR professional who is tasked with managing a workforce in California for the first time by asking basic questions such as How do California's wage and hour laws compare with the federal Fair Labor Standards Act standards How is overtime treated Are the risks of violating the harassment laws greater in California than elsewhere What about California's privacy rights Medical marijuana laws Background check limitations To answer these questions and more the book is divided into five chapters The first two chapters deal with the most fundamental of issues what it means to be an employee in California and how to schedule and pay employees It then turns to a discussion of the requirements found in California's primary antidiscrimination and harassment statute the FEHA and how it significantly expands the rights of employees well beyond what is found in the various federal employment laws This is followed by considering California's numerous leave of absence laws as the state goes far beyond anything the federal government requires and provides a dozen different forms of protected leave Finally the book concludes with a day in the life of a California HR director Follow HR Manager Shelia on her journey through a typical day in the world of HR management as she hits on many of the other laws that companies run into on a daily basis in the Golden State

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