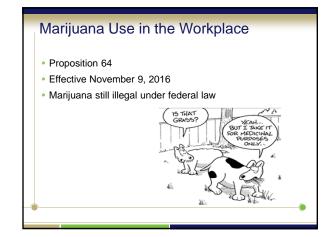




Handbooks & Policies Bring policies up to speed... 2017 Updates Key Statutes and Cases

Stalking, Sexual Assault, Domestic Violence Victims Leave • AB 2337 • Employers with 25 or more employees • New Notice Requirement • New Hires & Existing Employees • Effective July 1, 2017 • California Labor Commissioner to publish model notice





Defend Trade Secrets Act	
Revise Confidentiality and Trade Secret Agreements and Policies to Include	
✓ Paragraph regarding whistleblowing rights under federal DTSA	
✓ Effective May 2016	
Allows plaintiff in federal trade secrets litigation to obtain damages for exemplary damages or attorneys' fees in	
lawsuits against employees for trade secret violations	
aalrr	
	-
Havasamant Discrimination and	

Harassment, Discrimination and Retaliation Policy
Effective April 1, 2016, policy should include
✓ Prohibition against discrimination and retaliation
✓ Multiple ways to report violations of policy to management
✓ Fair, thorough, timely, and impartial investigation
aalrr

Solicitation Policies National Labor Relations Board – Dish Network Decision. March 4, 2016. Restrictions on solicitation in working areas during working time are overbroad.



Solicitation Policies (Continued)

Solicitation/Distribution

- Confirm rights and expectations on how working time is used.
- · Can be sensitive as to working areas.
- · Phrasing and enforcement must be consistent to satisfy NLRB.
- Recent NLRB decisions also impact workplace access by employees and others, dress code, and use of company logos.

Time Off To Attend Child's School/Child Care Provider

- Effective January 1, 2016
- · Revised leave law to substitute "child care provider" for "licensed child care facility."
- · Applies to employers with 25 or more employees.



Sick Leave

- State Sick Leave Law
- Effective July 1, 2015
- Local Sick Leave Laws
- · Santa Monica Effective January 1, 2017
- Los Angeles Effective July 1, 2016 (7/1/17 for 25 employees or under)
- San Diego Effective July 11, 2016
- Berkeley Effective October 1, 2017
- · San Francisco Amended Effective January 1, 2017
- Emeryville Effective July 2, 2015

Oakland Effective March 2, 2015	



