



5 Proposed Bills for California Employers to know about for 2017

Calling all CA Employers, be on the lookout for updates on the following Bills submitted for approval in 2017.

5 Key Bills

1. Opportunity to Work: Assembly Bill 5 proposes the Opportunity to Work Act, which would require employers with at least 10 employees to first offer additional work hours to existing nonexempt staff before hiring additional employees or contractors. The bill is similar to a local law in San Francisco for certain large retailers and one in San Jose that will take effect in March.
2. Pay Equity: Assembly Bill 168 would ban employers from asking job applicants about their salary history. The bill would apply to all employers, including state and local governments. Only private employers, however, would have to provide applicants with the relevant position's pay scale. There is also a bill (Assembly Bill 46) that would clarify that existing pay equity laws apply to both private and public employers.
3. Arbitration: Senate Bill 33 isn't directly related to the workplace but it would impact arbitration agreements. Under the bill, it would be unlawful to require the waiver of a legal right stemming from fraud or identity theft or any other wrongful use of personal identity information as a condition of entering into a contract for goods or services. Among other things, waivers would need to be in writing and not presented as a condition of entering into a contract.
4. Family Leave: Senate Bill 62 would allow an employee to take leave to care for more individuals under the California Family Rights Act. The bill would expand the term "child" to include a domestic partner's children and would remove restrictions based on age and dependent status. It would also permit employees to take leave to care for a grandparent, grandchild, sibling or domestic partner with a serious health condition. Additionally, the definition of "parent" would be revised to include a parent-in-law.
5. Parental Leave: Under Senate Bill 63, employers with 20-49 employees in a 75-mile radius would have to provide eligible male and female employees with up to 12 weeks of job-protected baby-bonding leave. The existing law applies to businesses with 50 or more workers. – Updates released by SHRM

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