

Hr Handbook For California Employers

"Covers employment policies that employers need to make a workplace safe for technology, including email use, employee blogs, cell phones, Internet access, and much more. The second edition includes a new chapter on social networking sites. It also includes the latest statistics, legal rules and information about workplace technology"--

Designed for employers throughout the country. It is a unique publication covering the full range of policies included in employee handbooks and also a one-stop reference manual for personnel policies with guidance on how to draft policies and avoid common pitfalls. It offers a non-technical review of the laws and regulations applicable to employee handbooks and personnel policies. It includes hundreds of sample policies It is an essential reference tool for every HR representative, payroll executive, labor relations consultant, payroll manager, and EEO coordinator. -- from the publisher.

A resource on California law covers real estate, divorce, adoption and much more, in a updated edition that looks at domestic partnerships, employment protections, consumer privacy and more. Original.

Labor Laws of California

Revised and Updated For 2021

2022 HR Quick Guide

The Consolidated Omnibus Budget Reconciliation Act

The Essential Guide to Federal Employment Laws

Handle workplace issues legally Are you a conscientious, well intentioned employer with a problem employee on your hands? Then this book is for you. Dealing With Problem Employees provides proven techniques and more important, immediate resolutions for how effectively manage your problem employee. Find out how to: - avoid hiring problem employees - turn problem employees into productive, valuable workers - safely and legally terminate those employees who can't or won't improve - investigate problems and complaints - conduct performance evaluations - apply progressive discipline - handle severances and references - institute effective policies and procedures This edition is completely updated to reflect the latest employment laws in your state. It also provides sample policies, forms and checklists to help you create a trouble free workplace.

What you need to know about the FMLA, whether your workers are on-site or remote The federal Family and Medical Leave Act (FMLA) helps employees balance the demands of work and family. But the law can be hard for employers to apply in the real world--especially when it comes to tracking intermittent leave, completing the proper paperwork, and determining eligibility for different types of leave. This book has the answers--in plain English--to every employer's tough questions about the FMLA. It provides detailed information, sample forms, and tools that will help you and your managers figure out: who is eligible for leave what types of leave are covered how much leave employees may take, and how to comply with notice and other paperwork requirements. The 6th edition covers all of the latest changes to the FMLA, including those related to the COVID-19 pandemic, as well as changes to state family and medical leave laws. With Downloadable Forms: download an FMLA policy, notice forms, certification forms, checklists, and more (details inside).

Quick answers to questions about 20 Key Employment Laws This book explains, in plain English, the 20 most important federal employment laws that come up in the workplace. You can look up what each law allows and prohibits, which businesses must comply, and how to fulfill record-keeping, posting, and reporting requirements. Each chapter covers one law, including: Americans with Disabilities Act Age Discrimination in Employment Act Fair Labor Standards Act Family and Medical Leave Act Immigration Reform and Control Act Fair Credit Reporting Act Pregnancy Discrimination Act Equal Pay Act Title VII of the Civil Rights Act of 1964 Older Workers Benefit Protection Act, and Uniformed Services Employment and Reemployment Rights Act. The 6th edition is updated to reflect the latest Supreme Court cases, government regulations, and state laws. Every employer and HR professional should keep it close at hand.

Unfinished Business

An Employer's Guide

Employee Handbook and Personnel Policies Manual

How to Handle Employee Complaints & Problems

California Employment Law

The very first! The Selkie Zine begins way back in 2015. Wolves, islands, bees, and more.

As a one-stop desk reference, the Manual is the best source available on California and Federal Wage and Hour Laws, the FLSA, the Labor Code, the IWC Wage Orders, and Labor Commissioner Policies. It has been cited with approval by courts and the government for its

description of the law. -- from publisher.

An all-in-one reference to the important employment laws that every employer and HR pro needs to know.

A Handbook for HR Professionals, Managers, Businesses, and Organizations

How to Navigate Clueless Colleagues, Lunch-Stealing Bosses, and the Rest of Your Life at Work

2010 HR Handbook for California Employers

Employee Relationship Policy

Work substantially contributes to one's identity. It provides income for an individual and their family and gives the feeling of playing a useful role in society. However, the nature of work is changing rapidly and factors such as the globalization of markets, urbanization and migration, and the advancements in information technology are impacting on the nature of work and the health and mental health of employees. This module outlines the types of mental health problems encountered in the workplace, their causes and impact. Importantly, it provides guidance to workplaces on how to develop and implement a workplace mental health policy and strategies to improve the mental health of employees. Also available: WHO Mental Health Policy and Service Guidance Package--14 modules Other modules included in the package: Improving Access and Use of Psychotropic Medicines Child and Adolescent Mental Health Policies and Plans Mental Health Policy, Plans and Programmes. Updated version Mental Health Context Mental Health Financing Advocacy for Mental Health Quality Improvement for Mental Health Organization of Services for Mental Health Planning and Budgeting to Deliver Services for Mental Health Mental Health Legislation and Human Rights Mental Health Information Systems Human Resources and Training in Mental Health Monitoring and Evaluation of Mental Health Policies and Plans

Unfinished Business documents the history and impact of California's paid family leave program, the first of its kind in the United States, which began in 2004. Drawing on original data from fieldwork and surveys of employers, workers, and the larger California adult population, Ruth Milkman and Eileen Appelbaum analyze in detail the effect of the state's landmark paid family leave on employers and workers. They also explore the implications of California's decade-long experience with paid family leave for the nation, which is engaged in ongoing debate about work-family policies. Unfinished Business exposes the process by which California workers and their allies built a coalition to win passage of paid family leave in the state legislature, and lays out the lessons for advocates in other states and localities, as well as the nation. Because paid leave enjoys extensive popular support across the political spectrum, campaigns for such laws have an excellent chance of success if some basic preconditions are met. Do paid family leave and similar programs impose significant costs and burdens on employers? Business interests argue that they do and routinely oppose any and all legislative initiatives in this area. Once the program took effect in California, this book shows, large majorities of employers themselves reported that its impact on productivity, profitability, and performance was negligible or positive. Milkman and Appelbaum demonstrate that the California program is well managed and easy to access, but that awareness of its existence remains limited. Moreover, those who need the program's benefits most urgently--low-wage workers, young workers, immigrants, and disadvantaged minorities--are least likely to know about it. As a result, the long-standing pattern of inequality in access to paid leave has remained largely intact.

"Helps business owners, managers and HR professionals put employee policies in place for any size company, in any state. The 5th edition covers emerging workplace issues, such as social networking and product reviews, plus changes necessitated by health care reform"--Provided by publisher.

California Leave Law: A Practical Guide for Employers

2007 HR Handbook for California Employers

Smart Policies for Workplace Technologies

The SHRM Essential Guide to Employment Law

Stop the Killing

"Templates, checklists, and sample forms ... can be easily adapted by any organization"--Cover.

Stop the Killing offers insight into what we can do to end the active shooter crisis plaguing America. The book is packed with training and sensible advice that takes readers through the latest research and best practices, making it a must read for every security-minded citizen and professional.

From the creator of the popular website Ask a Manager and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations--featuring all-new advice! There's a reason Alison Green has been called "the Dear Abby of the work world." Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does--and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you--then take credit for it • you accidentally trash-talk someone in an email then hit "reply all" • you're being micromanaged--or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for Ask a Manager "A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work."--Booklist (starred review) "The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience."--Library Journal (starred review) "I am a huge fan of Alison Green's Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces--and to do so with grace, confidence, and a sense of humor."--Robert Sutton, Stanford professor and author of The No Asshole Rule and The Asshole Survival Guide "Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way."--Erin Lowry, author of Broke Millennial: Stop Scraping By and Get Your Financial Life Together

California Employment Law: an Employer's Guide

An Employee's Guide to Health Benefits Under COBRA

Selkie 1: the Rough Selkie

A Legal Guide

Email, Blogs, Cell Phones & More

2013 HR Handbook for California Employers2010 HR Handbook for California EmployersCreate Your Own Employee HandbookA Legal & Practical Guide for EmployersNolo

The California Employer's Guide is an authoritative book that provides the lay of the land of employment law for business owners, managers, and human resource professionals. Written from an employer's point of view, the Guide integrates the federal and particular state laws that affect the employer-employee relationship. Using plain English, this work explains the legal aspects of the events and situations most employers face.This 17th Edition of the California Employer's Guide includes:new discussion about managing personnel recordsnew section on emergency preparedness, including National Fire Protection Association (NFPA) Standard 1600discussion of the changes to federal law protecting the rights of veteransupdated discussion of federal overtime regulationsupdated discussion of revised California law on confidentiality of Social Security numbersnew discussion of Cal/OSHA heat exposure regulationsupdated discussion of California law on continuation of health care benefitsdiscussion of proposed changes in California meal and rest period regulationsupdated sections on California unemployment compensation, workers comp, and prevailing wage lawsChapter headings are:HiringTerminationHealth and Safety Civil RightsHours and PayUnions, Government Contractors, and Miscellaneous RegulationsThe Guide comes in a three-ring binder; each chapter is tabbed and includes numbered section headings in bold print for ease of use. Relevant state and federal agencies are listed at the end of each chapter, as well as citations for the information discussed.Updated annually.

"This guide is for business owners, managers, and HR professionals who need to create (or update) a legal and plain-English employee handbook. It provides legal information, practical suggestions, and best practices on wages, hours, and tip pools; at-will employment; time off; discrimination and harassment; complaints and investigations; health and safety; drugs and alcohol; workplace privacy; and email and social media"--

Cal/OSHA Pocket Guide for the Construction Industry

A Handbook of Employment Laws and Regulations

Child Care Handbook

The Big Book of HR

Ask a Manager

Worried that your company's employees might post trade secrets on Facebook, send harassing email, or text while driving on company business? Advances in workplace technology bring big benefits, but they can also bring legal exposure. Avoid trouble before it starts by developing clear, specific policies--or updating the ones you already have. Smart Policies for Workplace Technologies provides a must-have resource for employers and HR managers to adopt effective rules for employee use of: email social media, such as Twitter and Facebook instant messaging mobile devices, including cell phones and tablets, and company and personal blogs. Packed with sample tech policies, practical advice, and real-world examples, the fifth edition covers the latest trends, including the vital role of information technology (IT) expertise in the workplace.

Written especially for HR professionals and business people, California Employment Law: An Employer's Guide is the essential resource for avoiding the many perils and pitfalls California employers face. Comprehensively updated to address new developments, the 2019 Edition features: new independent contractor test; new harassment training requirements; class-action waivers in arbitration agreements; new rules on national origin discrimination; requirement that employees be paid for minimal preparation and concluding work; clarification of rules regarding salary history inquiries; new NLRB standards for employee conduct policies; requirements for lawful time clock rounding; rules for rest break pay for commissioned and piece-rate employees; and new rules regarding lactation breaks.

The Cal/OSHA Pocket Guide for the Construction Industry is a handy guide for workers, employers, supervisors, and safety personnel. This latest 2011 edition is a quick field reference that summarizes selected safety standards from the California Code of Regulations. The major subject headings are alphabetized and cross-referenced within the text, and it has a detailed index. Spiral bound, 8.5 x 5.5"

A Legal & Practical Guide for Employers

Wage and Hour Manual for California Employers

The Uniformed Services Employment and Reemployment Rights Act

Occupational Outlook Handbook

Paid Family Leave in California and the Future of U.S. Work-Family Policy

Investigate and resolve common workplace complaints and problems The Essential Guide to Workplace Investigations is both a legal and practical book, packed with tips and strategies that will help you sort out your workplace problems, quickly, and effectively. Use this affordable, step-by-step guide to investigate and resolve every kind of workplace problem, including common issues such as harassment, employee theft, and workplace violence. This thorough guide provides all the plain-English forms, sample policies, checklists, and sample documentation that managers, supervisors, business owners, and human resources professionals need to conduct a successful investigation that will stand up in court. Get the facts on: . deciding whether to investigate . choosing an investigator . interviewing and gathering evidence . evaluating the evidence . documenting the investigation . taking action and following up This edition of The Essential Guide to Workplace Investigations incorporates the latest legal developments in employment law, including changes to the Americans with Disabilities Act (ADA) and important Supreme Court decisions on discrimination, retaliation, and more. Plus, you'll get all the legal forms you need, as well as sample audio interviews and scenarios. Forms are available to download at nolo.com.

How to navigate the complex issues surrounding family leave, military leave, worker's compensation and personal time is the subject of California Leave Law: A Practical Guide for Employers. This authoritative treatise gives you: • Insightful analysis of the key employment features to keep in mind when dealing with leave law in California. • Determinative considerations in accounting for the many different California and federal rules through the use of case studies. • Important cases and their implications. Case are presented along with practical analysis for the day to day issues faced of the typical employer/employee relationship. • California and federal model notices • Useful forms and checklists

Manage employees effectively while avoiding legal trouble If you supervise employees or independent contractors, *The Manager's Legal Handbook* is the perfect resource. Need information about overtime? Want useful ideas on workplace policies? Have a question about trade secrets and need the answer now? This book provides everything you need to stay within the bounds of the law, including information on: hiring discrimination and harassment wages and hours privacy time off drug testing, and firing and layoffs. Designed for managers, business owners, and human resources professionals who need answers on the go, *The Manager's Legal Handbook* covers the most common issues employers face. The 10th edition is completely updated to reflect changes to discrimination laws, overtime rules, minimum wage laws, and more. It also provides updated information on the laws of each state, including paid sick leave and paid family leave laws.

2013 HR Handbook for California Employers

The Essential Guide to Workplace Investigations

Email, Social Media, Cell Phones & More

2008 HR Handbook for California Employers

How to End the Mass Shooting Crisis

The SHRM Essential Guide to Employment Law is your One-Stop Legal Reference to Employment Law. It simple, straightforward language on everything HR professionals, employers, and small business owners need to know about their relationship with their employees in order to comply with the law and protect themselves and their business from legal action. Covering more than 200 workplace law topics, the Guide provides an overview of U.S. workplace laws, regulations, and court decisions that employers, large or small, are likely to face, as well as what pitfalls to anticipate and when to seek professional advice. Each chapter offers general principles, highlights key issues, and provides specific examples and suggestions to help make the employer-employee relationship run more smoothly. The Second Edition features scores of updates and new content, including:* *New NLRB rules** *New state law limitations on inquiring about salary history** *Compliance for telework** *Lawfulness of provisions in severance and release agreements** *Department of Labor's change of position on volunteer workers** *New state laws limiting or prohibiting non-compete agreements** *and much more!*

Create Your Own Employee Handbook

The Essential Guide to Family & Medical Leave

Tax Withholding and Estimated Tax

Dealing With Problem Employees

California Employer's Guide