



## NFIB Guide to the Employee Handbook

### How to Create a Custom and Effective Handbook for your Employees

The NFIB Small Business Legal Center is providing this *Guide to the Employee Handbook* in Microsoft Word format so that you can more easily adapt it to your workplace.

However, please remember that the *Guide* does not constitute legal advice, and that you should consider consulting an employment attorney about any additional employment laws and regulations that are applicable in your state, locality or particular type of business. In addition, please note that if you make changes to the language in the *Guide*, you may not be in compliance with federal employment law.

# Hr Handbook For California Employers

**United States. National Labor  
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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      2007 HR Handbook for California Employers Jessica Hawthorne, 2006-12      California Employer's Guide to Employee Handbooks & Personnel Policy Manuals,      California Employment Law (2nd Ed.) Douglas J. Farmer, Attorney, 2017-05-01 The most comprehensive and easy to read reference on the market today Now used by thousands of human resources executives in house counsel business owners and employment lawyers across the United States this comprehensive guide addresses the latest legal rules and best practices to avoid liability in the California workplace Comes complete with the latest California forms checklists and compliance tools For recent changes to the law go to [www.EmploymentLawPublishers.com](http://www.EmploymentLawPublishers.com) for free legal updates between editions with your purchase      California Employment Law James J. McDonald, 2022 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 This valuable reference is updated to address new developments in 2021 including New prohibition against rounding of meal period time punches New requirement that employees be paid premiums for missed meal and rest breaks at the same regular rate as is used for calculation of overtime New requirements for severance agreements including five business day waiting period New restrictions on non disparagement agreements that prohibit language preventing employees from disclosing unlawful conduct Expansion of California Family Rights Act to include parents in law New Cal OSHA penalties for enterprise wide and egregious violations      **Create Your Own Employee Handbook** Lisa Guerin, Amy Delpo, 2021-05-25 Avoid legal problems and run a productive workplace with an up to date employee handbook Anyone who hires and supervises employees needs clear policies when it comes to crucial issues like pay and overtime medical leave and social media Create Your Own Employee Handbook provides everything business owners managers and HR professionals need to create or update a legal and plain English employee handbook Find the latest legal information practical suggestions and best practices on wages hours and tip pools remote work at will employment discrimination and harassment complaints and investigations health and safety alcohol and drugs including medical legal

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guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation. It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems. Throughout the Guide are numerous exhibits, useful checklists and forms, and do's and don'ts. A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company's level of regulatory compliance. The Mandated Benefits 2014 Compliance Guide has been updated to include:

- Updated best practices for organizing the human resources department
- Information on Federal Insurance Contributions Act (FICA) and severance pay
- New regulations and guidelines for health care reform as mandated by the Patient Protection and Affordable Care Act (PPACA)
- New information on de-identified protected health information (PHI) and the effect of the omnibus final rules on business associates and notification requirements in case of a breach of PHI
- Information on the revised model election notice as required under PPACA
- A completely revised section on the final rules implementing HIPAA's nondiscrimination requirements for wellness programs
- Updated information on providing employee benefits to legally married same-sex couples based on the Supreme Court's decision in *United States v. Windsor*
- A new section on the ADA's direct threat provisions
- Updated information on caregiver leave under military family leave and survey data regarding the FMLA's impact
- Updated information on completing the newest Form I-9 and the E-Verify system
- The OFCCP's final rules for developing and implementing AAPs for veterans and individuals with disabilities
- New policy directive for compensation compliance evaluations
- A new section on bring your own device to work and its impact on employee privacy
- Information on the final rule revising the hazard communication standard and the requirements for safety data sheets which will replace material safety data sheets
- New information on medical marijuana in the workplace

**California Employer's Guide**, 1999 California Court of Appeal (6th Appellate District). Records and Briefs California (State).

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