

SACRAMENTO METROPOLITAN CHAMBER OF COMMERCE



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STAY IN COMPLIANCE

THE NEW YEAR MEANS NEW HUMAN RESOURCE RULES GO INTO EFFECT: HOW TO STAY IN COMPLIANCE

Here's some frequently asked questions to clarify some of the latest HR rules and regulations for employee postings in 2007

There are a number of changes to the 2007 required postings for all California employers. Following are a series of frequently asked questions that will help decrease any confusion you may have about these upcoming changes to California's HR rules and regulations on mandatory employee postings in your workplace.

1. What changes are reflected on the 2007 California Labor Law poster?

There are four mandatory changes on the 2007 poster - the DFEH-162 poster; Your Rights Under USERRA; the state minimum wage posting reflecting new rates for 2007 and 2008; and the Employment Development Department (EDD) Notice to Employees.

2. Does the 2007 poster include other recommended changes?

CalOSHA's Safety and Health Protection on the Job and the Employee Polygraph Protection Act postings have updated the contact information on the postings.

3. What postings are on the poster offered for sale by the Metro Chamber?

The poster that you can obtain through the Metro Chamber includes all 16 postings required by state and federal agencies that all California employers are required to post.

4. Where should I display the 2007 poster?

You should display the poster anywhere that all employees can easily read it, such as a break room, common hallway, payroll office or other common location. In addition, you must display several of the posters (polygraph protection, and state and federal anti-discrimination posters) where job applicants can read them. Also, you must post the poster in each

company location.

5. Our company has an office outside of California. Am I required to post the California and federal poster?

No, but required federal postings can be found on the all-in-one federal Employment Poster. Check with local state agencies where other offices are located for state posting requirements.

6. Do I have to post both state and federal minimum wage posters even though California's minimum wage is higher than the federal rate?

Even though California's minimum wage is higher than the federal minimum wage, both minimum wage posters are required for California employers. The California Labor Laws poster as offered by the Metro Chamber has both.

7. What other resources are available from the Metro Chamber to help me understand the 2007 state and federal HR regulations and mandatory compliances?

The following are just a few of the most popular tools available from the Metro Chamber to help our members navigate through some of the new HR regulations and mandatory compliances. Please click [here](#) to access an official order form for any of the below items. If you are a current Metro Chamber member, order by Jan. 1, 2007 to receive free shipping and handling.

Complete California Labor Law Poster 2007 Edition

Includes all the state, federal, and OSHA mandatory posting requirements all on one poster. It is the most up-to-date and complete poster you can obtain to be in compliance with state and federal regulations. \$38, plus tax, shipping and handling.

California Labor Law Digest 2007 Edition

This comprehensive, California-specific Digest puts answers to labor law questions right at your fingertips, updated with new case law and regulations for 2007. \$149, plus tax, shipping and handling.

2007 HR Handbook for California Employers

The 2007 HR Handbook for California Employers is a book with color-coded easy reference sections. Required and recommended forms for California businesses will be available to download using a special URL provided in the book. \$39.99, plus tax, shipping and handling

Employee Handbook Software for California Employers

California-specific, intuitive, Wizard-based software designed to create and/or update your employee handbook quickly and easily. \$99.00, plus tax, shipping and handling. To view a demo, visit www.calchamber.com/ehdemo.

ORDER FORM

For additional information if needed about these products, contact 916-552-6800.

Original source: The Labor Law Helpline. The Labor Law Helpline is a service to California Chamber of Commerce preferred and executive members. For expert explanations of labor laws and Cal/OSHA regulations, not legal counsel for specific situations, call 800-348-2262 or submit your question at www.hrcalifornia.com.

This special Metro Chamber e-News is distributed as needed to inform Metro Chamber members on important events and programs; it is an exclusive chamber member benefit. Comments and news items are welcome.

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