

# CA Employment Law

LENGTH: 1 day

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## Course Outline

- Job descriptions and requirements
  - Interviews
  - CA laws on Background Checks, including Credit Reports
  - Offer letters
  - At-will Employment
  - Independent Contractors versus employees
  - Employment Contracts
    - Pros and cons
  - Harassment and Discrimination
    - Federal and CA-specific
    - Protected classes
    - Accommodation
      - When you do and don't
    - Retaliation
  - The role of the EEOC
  - The role of the CA Department of Industrial Relations
  - Leave of Absence
  - California Family Rights Act
    - FMLA
  - Worker's Compensation and Disability
    - The difference
    - Short and long term disability
    - Covered costs of each
    - How to manage false or falsely extended claims
    - Arnold's law
  - Unions
  - Benefits and Insurance
    - Eligibility rules
  - CA unemployment systems
    - What constitutes a valid claim
    - When are you liable
    - How do deal with erroneous claims
    - The role of Economic Development Department
  - Progressive Discipline and Termination
  - Personnel Files and Records
    - Employees right to access
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