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2017

**CEAC LEGISLATIVE UPDATE**

The Senate, Assembly and the Governor have finished their work for 2017. This is a list of major employment bills and their fate.

If you want to research any of these bills, there is a new website address to access pending legislation. It is now [www.leginfo.legislature.ca.gov](http://www.leginfo.legislature.ca.gov). Please do not rely on this report as legal advice, because it isn't. If you need more detailed information, you should contact your attorney, or give me a call.

**Signed by the Governor**

**SB 63: New Parent Leave Act:**

This bill allows an employee, who works for an employer with more than 20 employees within a 75 mile radius of the employee's worksite to take up to 12 weeks of unpaid, job-protected leave to bond with a newborn within one year of birth. An eligible employee must have worked at least 1250 hours for a least one year. The leave provisions apply to fathers and mothers. Would require continuation of health insurance benefits.

**AB 168:** Prohibits employer from asking applicant about prior salary, including benefits. If the applicant voluntarily discloses salary history, the employer may use that information. Would require employer to provide a wage scale upon demand. Prior salary history, by itself, may not justify paying different wages based on gender"

**AB 1008:** Prohibits employer from enquiring into applicant's criminal history until conditional offer of employment is made. Requires employer to meet strict standards before denying employment, including whether a conviction has a "...direct and adverse relationship with the duties of the job". Would require employer to notify applicant of employment denial, and allow applicant 10 days to respond, before withdrawing offer.

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**More bills signed by the Governor**

**AB 450:** Would place restrictions on employers cooperating with Federal Immigration agencies except where legally required. Requires employers notify Labor Commissioner as well as affected employees.

**SB 306:** Allow Labor Commissioner to seek injunctions prior to investigation of a retaliation complaint.