

BRUCE MATLOCK
ATTORNEY AT LAW

July 27, 2018

2018

CEAC LEGISLATIVE UPDATE

The Senate, Assembly and the Governor are finishing work on legislation for 2018. This is a list of major employment bills that were introduced in 2018. If you know of any legislation I missed, please let me know.

The next Legislative action is scheduled for August 6, 2018 when the State Senate will vote on a number of proposals.

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. 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.

New 2018 Legislation, not yet law

SB 1284: Requires that employers with more than 100 employees submit an annual report to the Division of Industrial Relations that contains wage data for all employees with the same job title. **Passed Senate, in Assembly, no action since 6/26/18.**

SB 1300: Allows anyone, even those that have not been the victim of harassment or discrimination, to file a claim against their employer alleging that the employer failed to prevent harassment or discrimination against the employers' work force. **Passed Senate, in Assembly. No action since 6/27/18.**

AB 1976: Requires employer to make "reasonable efforts" to provide a room or other location, not a rest room, for an employee who needs to express breast milk for an infant child. **Passed Assembly in Senate, no action since 6/28/18.**

AB 2069: Would require "reasonable accommodation when an applicant or employee has a medical need for marijuana. Current law allows an employer to treat medical marijuana the same as any other illegal drug. **Failed Passage in Assembly.**

AB 1938: Would add "familial" status to the list of protected classes under the Fair Employment and Housing Act. **Failed Passage No Further Action.**

562-209-3729

E-Mail: hrcouncil@aol.com

BRUCE MATLOCK
ATTORNEY AT LAW

Legislative Update
July 27, 2018
pg. 2

AB 3081: Adds a number of employer requirements under the Fair Employment and Housing Act dealing with harassment. They include: training of new employees at time of hire and every two years thereafter; Protection for victims of harassment and/or discrimination; Extends time for filing a complaint with DFEH to 3 years. Maintaining records relating to harassment and/or discrimination for 10 years. **Passed Assembly, in Senate, last hearing 7/2/18.**

AB 2482: Would allow an employee to request an Alternative Work Week on an individual basis. Employees would be able to work up to 10 hours a day or 40 hours a week without overtime. **Failed Passage in Assembly.**

AB 2509: Allows an employee who works an 8 hour day to request a 30 minute on-duty meal period, and leave work 30 minutes earlier than 8 hours in the work day. **Failed Passage in Assembly.**

AB 1870: Increases the statute of limitations for filing Discrimination, Retaliation and Harassment claims from one year to 3 years. **Passed Assembly in Senate. In Committee, no action pending.**

AB 2770: Employee protection from defamation accusation if involved in investigation of harassment claim. **Signed by the Governor.**