

New Employment Laws That Will Affect California Veterinary Hospitals in 2012

The following laws take go into effect January 1, 2012:

1. **Pregnancy Disability Leave:** SB 299, "Employment: Pregnancy or Childbirth Leave," requires all employers with five or more employees to continue to maintain and pay for health coverage under a group health plan for an eligible female employee who takes Pregnancy Disability Leave (PDL) up to a maximum of four months in a 12-month period. The health coverage should be maintained "at the level and under the conditions that coverage would have been provided if the employee had continued in employment continuously for the duration of the leave."
2. **Willful Misclassification of Independent Contractors:** SB 459, "Employment: Independent Contractors," provides new penalties of between \$5,000 to \$25,000 for the "willful misclassification" of independent contractors.
3. **Notice of Pay Details:** AB 469, "Employees: Wages," requires employers to provide non-exempt employees, at the time of hire, a notice that specifies:
 - a. The rate of pay and the basis, whether hourly, salary, piece commission or otherwise, including any overtime rate;
 - b. Allowances, if any, claimed as part of the minimum wage, including meal and lodging allowances;
 - c. The regular pay day designated by the employer as required under the Labor Code;
 - d. The name of the employer, including any "doing business as" names;
 - e. The physical address of the employer's main office or principal place of business and any mailing address, if different;
 - f. The telephone of the employer; and
 - g. The name, address and telephone number of the employer's workers' compensation carrier.
4. **Employee Unionizing and Right to Strike:** An order by the National Labor Relations Board has an impact on businesses in California. By January 31, 2012, most private-sector employers must begin displaying an 11" x 17" poster that provides information to employees about unionizing and their right to strike.

For questions about these new laws, contact CVMA Director of Regulatory Affairs Dr. Grant Miller at 916-649-0599.