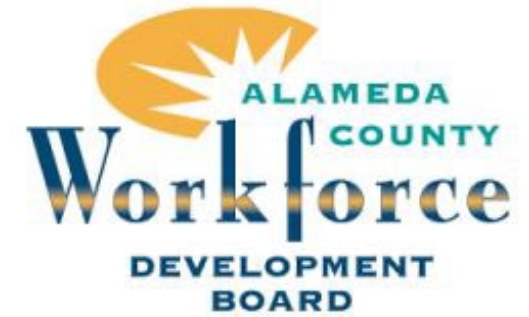


Supporting Employers Since 1940

HR Hotline Package for Alameda County Workforce Development Board





Workforce Development Programs

CEA IS HERE TO HELP YOUR ORGANIZATION

CEA SERVICES

- HR Hotlines for Employers
- Rapid Response, Layoffs & Furloughs
- Incumbent Worker Training
- HR Compliance Workshops (Onsite or Webinar)
- Professional Edge: Job & Focus Readiness & Re-employment Services
- Workshops Job Fairs Groups
- Employer Engagement Programs

AGENCIES WE'VE SERVED

- Alameda County WDB
- City of Glendale
- Contra Costa WDB
- Golden Sierra WDB
- Kern/Inyo/Mono County
- Madera WDB
- Monterey County
- Merced WDB
- Mother Lode Job Training
- Orange County WDB
- Riverside County WDB
- San Bernardino WDB
- San Diego Workforce Partnership
- San Joaquin County
- San Luis Obispo County
- San Mateo WDB
- Stanislaus County
- SETA
- Tulare WIB
- Ventura County
- Yolo Works



Real Talk. Real Resources.

CEA provides ***Peace of Mind*** with exceptional human resource compliance solutions, training and recruiting services. Members receive unlimited phone support with HR experts, onsite assistance, and a multitude of online resources.

WHAT WE OFFER

- Quick and responsive answers to HR questions
- Employment forms, policies, handbooks, guidelines, and fact sheets
- Training for supervisors, managers, and employees
- Consultation on workplace issues and negotiations

CONTACT US

employers.org | 800.399.5331 | ceainfo@employers.org



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Stuff Our Lawyers Make Us Say

This presentation should not be relied upon as legal advice. Consult an attorney about any issues of legal significance to you & your company.





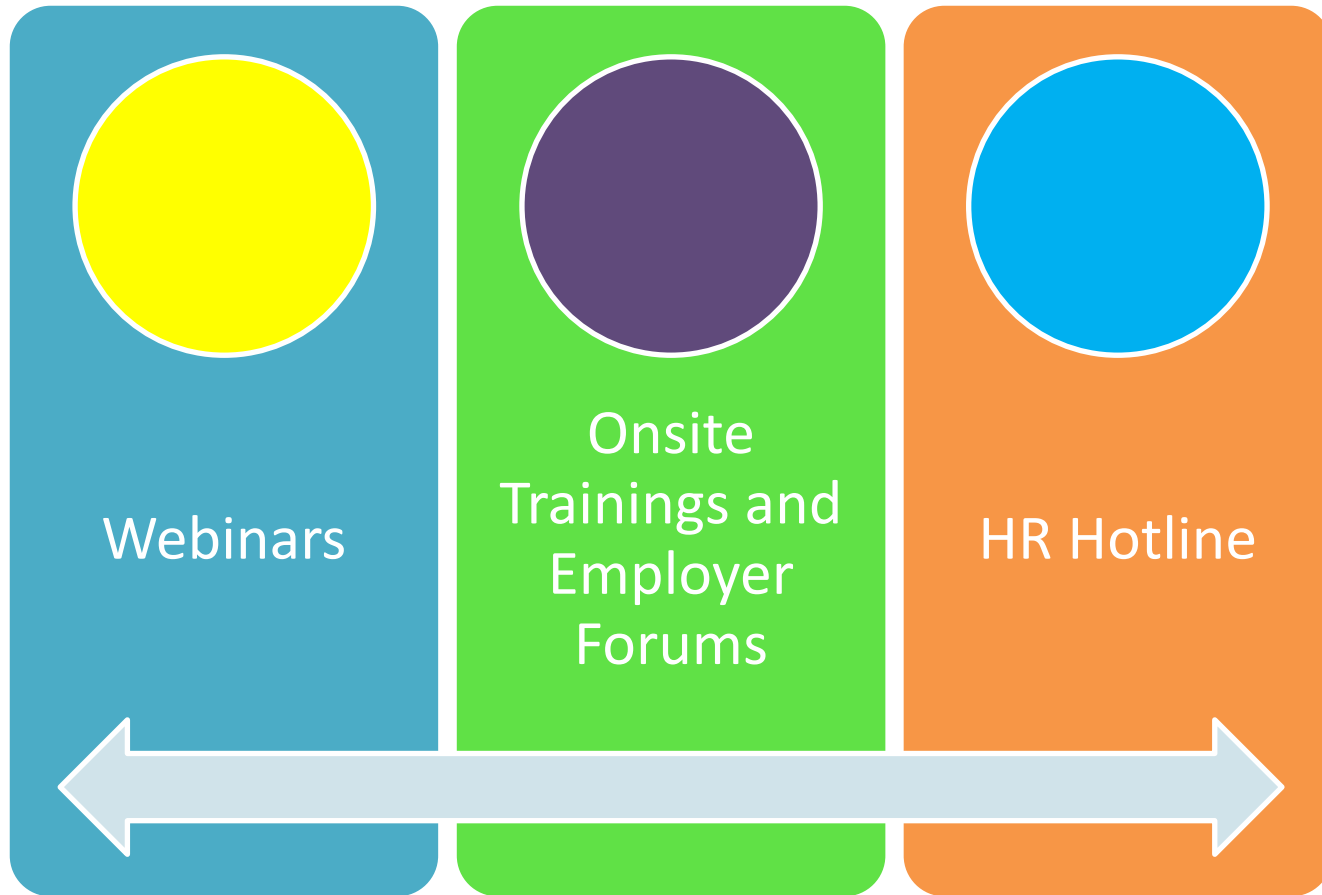
What Topics Keep Employers Up at Night ?



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Services to Support Employers



HR Hotline Process

Dedicated Phone Number

Receive phone support from HR Advisors in English & Spanish, M– F, 8am-5pm

Business Calls the Hotline

Our Operations team answers the phone “Thank you for calling CEA servicing Alameda County Employers

Call Sent to an HR Advisor

The call is transferred directly to HR Advisor

Question Answered or ASAP Call Back

If an HR Advisor is helping another caller, call returned in less than 2 hours

Marketing Your Hotline

Hotline Flyers:

Choose 3 sample flyers for customization. Each flyer will be exported as a PDF, and JPEG.

NO COST HUMAN RESOURCES HOTLINE FOR MERCED COUNTY EMPLOYERS

HR experts provide guidance on:

- Hiring & Firing Processes
- Paid Sick Leave Laws & FMLA
- Breaks, Lunches & Overtime
- Employee Handbooks
- Harassment Prevention
- Business Notices

888-906-0041

Monday - Friday, 8 a.m. - 5 p.m.

COMPLIMENTARY HUMAN RESOURCES HOTLINE FOR EMPLOYERS

HR experts provide guidance on:

- Hiring & Firing Processes
- Paid Sick Leave Laws & FMLA
- Breaks, Lunches & Overtime
- Employee Handbooks
- Harassment Prevention
- Business Notices

888.783.4340

Monday - Friday, 8 a.m. - 5 p.m.

Sacramento District Dental Society

FREE HUMAN RESOURCES HOTLINE

HR experts provide guidance on:

- Hiring & Firing Processes
- Paid Sick Leave Laws & FMLA
- Breaks, Lunches & Overtime
- Employee Handbooks
- Harassment Prevention
- Business Notices

888-784-4031

Monday - Friday, 8 a.m. - 5 p.m.

WORKNET NO-COST HOTLINE

HR experts provide guidance on:

- Hiring & Firing Processes
- Paid Sick Leave Laws & FMLA
- Breaks, Lunches & Overtime
- Employee Handbooks
- Harassment Prevention
- Business Notices

888-906-0041

Monday - Friday, 8 a.m. - 5 p.m.

Prickly Problems?

HR experts provide guidance on:

- Hiring & Firing Processes
- Paid Sick Leave Laws & FMLA
- Breaks, Lunches & Overtime
- Employee Handbooks
- Harassment Prevention
- COVID-19 questions

888-589-7577

Monday - Friday, 8 a.m. - 5 p.m.

Protect Your Business & Strengthen Your Team

HR experts provide guidance on:

- Hiring & Firing Processes
- Paid Sick Leave Laws & FMLA
- Breaks, Lunches & Overtime
- Employee Handbooks
- Harassment Prevention
- COVID-19 questions

888-906-0041

Monday - Friday, 8 a.m. - 5 p.m.

Contra Costa County Hotline for Employers

HR experts provide guidance on:

- Hiring & Firing Processes
- Paid Sick Leave Laws & FMLA
- Breaks, Lunches & Overtime
- Employee Handbooks
- Harassment Prevention
- COVID-19 questions

888-599-7645

Monday - Friday, 8 a.m. - 5 p.m.

GOT EMPLOYEE DILEMMAS?

We have answers!

HR experts provide guidance on:

- Hiring & Firing Processes
- Paid Sick Leave Laws & FMLA
- Breaks, Lunches & Overtime
- Employee Handbooks
- Harassment Prevention
- COVID-19 questions

888-589-7577

Monday - Friday, 8 a.m. - 5 p.m.

GOT HR QUESTIONS? WE'VE GOT THE ANSWERS.

HR experts provide guidance on:

- Hiring & Firing Processes
- Paid Sick Leave Laws & FMLA
- Breaks, Lunches & Overtime
- Employee Handbooks
- Harassment Prevention
- COVID-19 questions

888-589-7577

Monday - Friday, 8 a.m. - 5 p.m.

wdb WORKFORCE DEVELOPMENT BOARD

COVID-19 Questions?

HR experts provide guidance on:

- Hiring & Firing Processes
- Paid Sick Leave Laws & FMLA
- Breaks, Lunches & Overtime
- Employee Handbooks
- Harassment Prevention
- COVID-19 questions

888-252-2297

Monday - Friday, 8 a.m. - 5 p.m.

wdb WORKFORCE DEVELOPMENT BOARD

LINEA DIRECTA GRATUITA DE RECURSOS HUMANOS PARA EMPLEADORES

HR experts provide guidance on:

- Hiring & Firing Processes
- Paid Sick Leave Laws & FMLA
- Breaks, Lunches & Overtime
- Employee Handbooks
- Harassment Prevention
- COVID-19 questions

888-252-2297

Monday - Friday, 8 a.m. - 5 p.m.

Have HR Questions?

We've got answers!

HR experts provide guidance on:

- Hiring & Firing Processes
- Paid Sick Leave Laws & FMLA
- Breaks, Lunches & Overtime
- Employee Handbooks
- Harassment Prevention
- COVID-19 questions

888-252-2297

Monday - Friday, 8 a.m. - 5 p.m.

Meeting Employers Where They Are Via Phone or Email



COVID-19 Questions?

We've got answers!



Call the no-cost Alameda County HR Hotline to get advice on the proper and legal way to handle employee concerns!

- COVID vaccinations for employees
- Hiring post-COVID: Recruitment tips
- COVID requirements for customers
- How to retain your top talent
- The future of remote vs. onsite work

Free HR Hotline
888-202-5668

The Alameda County Workforce Development Board has partnered with the California Employers Association to provide Alameda County businesses with a NO-COST HR HOTLINE!

888.202.5668

Hotline Hours:
Monday - Friday, 8 a.m. - 5 p.m.

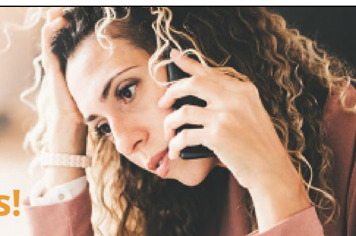
Hotline powered by



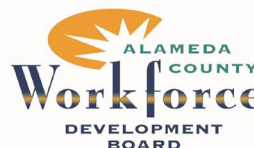
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Have HR Questions?

We've got answers!



Contact the no-cost Alameda County HR Hotline to get advice on the proper way to handle employee concerns!



Providing guidance on:

- Hiring and firing best practices
- Paid sick leave laws
- Wage and hour laws
- Employee handbook policies
- HR compliance
- Accommodations in the workplace
- And much more!

Two ways to contact the HR Hotline:

Call us:

800.202.5668

HR Directors are available for
Alameda County Employers
Monday - Friday from 8 a.m. - 5 p.m.

Email:



Scanning the QR code with your smartphone opens an email that will be sent directly to the HR hotline.

Hotline powered by



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NEW for 2024!

Social Media & Email Signatures

Social Media Ads:

In addition to the JPEG versions of the flyers, you will also receive the following graphics for use in your own social media promotions.




NEED HELP BRINGING BACK YOUR WORKFORCE?
CALL The FREE HR Hotline About:

- COVID-19 safety plans
- Proper hiring processes
- Wage and hour laws
- AND MORE!

888.202.5668

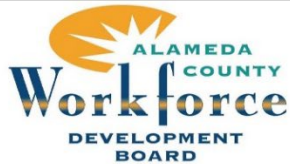
 California Employers Association





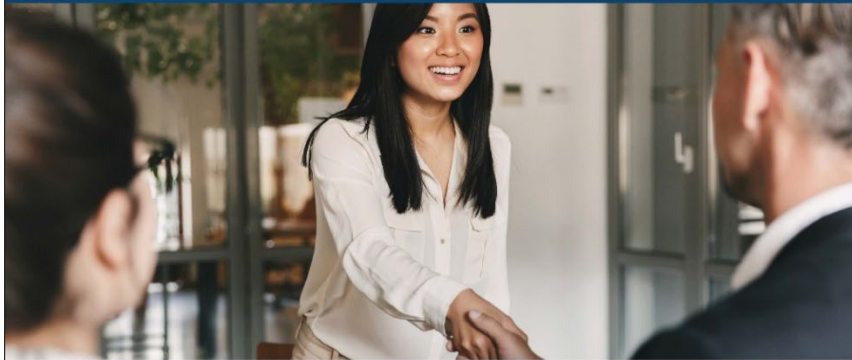
NO-COST Human Resource Hotline
for Alameda County Businesses!
888.202.5668
Get your HR questions answered today!

Trainings for Employers



Hiring Right the First Time

Free Webinar | June 9 | 10 - 11 AM



[**REGISTER NOW >>**](#)

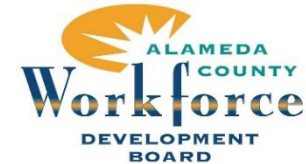
Experts in the HR community know the advantages of hiring right the first time. In this webinar, we'll talk you through how to hire and onboard employees properly, engage new hires (including remote workers), and reduce employee turnover. We'll also cover best practices in lawful terminations and reducing the risks of subsequent claims and litigation.

Join us to learn about:

- The Law Regarding the Rehiring of Employees after COVID Layoffs
- Wage and Hour Considerations
- Required Hiring and Termination Paperwork

Remember the no-cost Alameda
County HR Hotline:
888-202-5668

Webinar & hotline powered by:



Getting Your Employees Back to Work

Free Webinar | April 15 | 10 - 11 AM



[**REGISTER NOW >>**](#)

It's been one year since the beginning of COVID-19 and businesses are in various states of re-opening and recovery. The conversation now turns to the issues involving bringing employees back to work.

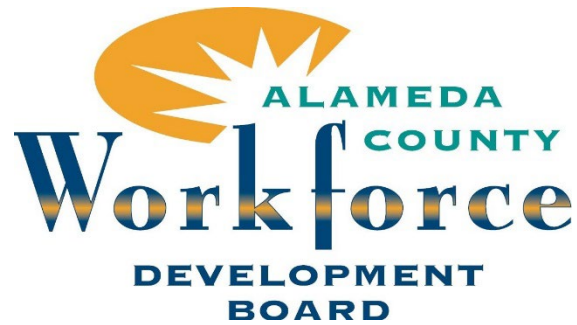
Join our webinar to learn about:

- SB 95: Supplemental Paid Sick Leave
- Vaccines in the workplace
- Proper procedures for bringing employees back to work
- When employees are not ready to return to the workplace
- How to encourage employee engagement

Remember the no-cost Alameda
County HR Hotline:
888-202-5668

Webinar & hotline powered by:





COMPLIMENTARY HUMAN RESOURCES
HOTLINE FOR EMPLOYERS
888.202.5668

The Alameda County Workforce Development Board has partnered with the **California Employers Association** to provide Alameda County employers a **NO-COST HR HOTLINE!**

Providing guidance on:

- Hiring & Firing Processes
- Paid Sick Leave Laws & FMLA
- Breaks, Lunches & Overtime
- Employee Handbooks
- Harassment Prevention
- Remote Workers

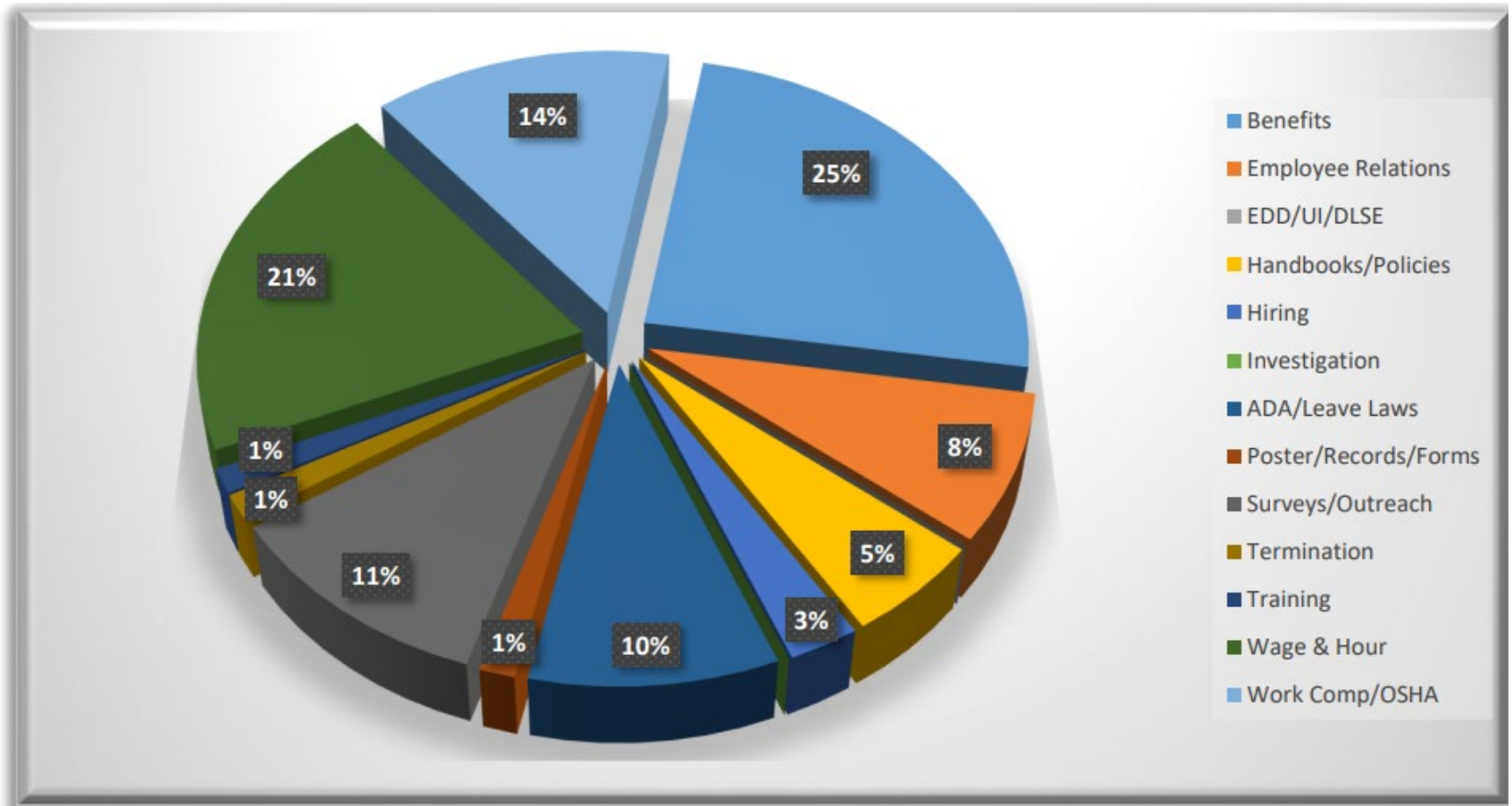
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Call Today
888.202.5668



Monthly Reports



Reporting Example

Reason For Call	December	January	February	March	April	May	June	July	August	September	October	November
Benefits		3	4	1	4	1	2		2	1		
Employee Relations		1				2			2		1	3
EDD/UI/DLSE												
Handbooks/Policies	1			1		1			1			1
Hiring						1	1					
Investigation												
ADA/Leave Laws	1							1	1	2	2	2
Poster/Records/Forms								1				
Surveys/Outreach/Other	1	1				1		2	2		1	
Termination										1		
Training							1					
Wage & Hour	1			2	2	2	2	2	1	3		1
Work Comp/OSHA	1	2			1	2			3		1	
TOTAL	5	7	4	4	7	10	6	6	12	7	5	7

Reporting cont.



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Alameda County Hotline Report

Contact Date	Description	Caller Name	Business Name
12/2/2022 0:00	Local Ordinances	Laura Wright	Broadway Mechanical
12/2/2022 0:00	Bookkeeping (DNU)	Linda Hill	Greeneyes Manufacturing
12/6/2022 0:00	Wage/Hour	Hanna Smith	Bob's Iron, Inc
12/16/2022 0:00	ADA/FEHA	Helen Dinh	Corporate E waste solution
12/19/2022 0:00	Safety	Diana Lopez	Community Bank of the Bay
1/3/2023 0:00	Benefits	Dan Soley	Touch Stone Climbing
1/5/2023 0:00	Benefits	Laura Wright	Broadway Mechanical-Contractors
1/9/2023 0:00	Safety	Sarah Schulman	Sara Schulman Consulting
1/11/2023 0:00	Local Ordinances	Laura Wright	Broadway Mechanical
1/23/2023 0:00	Employee Relations	Mindy Morgan	O'Rielly Auto Parts
1/24/2023 0:00	Benefits	Joseph Cissell	Office Depot
1/6/1900 0:00	Safety	Alex Adkins	Epstein , Becker & Green
2/3/2023 0:00	Benefits	Angelica Alanis	Satelitte Health
2/15/2023 0:00	Benefits	Margaret McLean	Colombia Sportswear
2/28/2023 0:00	Benefits	Laura Wright	Broadway Mechanical-Contractors
2/28/2023 0:00	Benefits	Corinne Benson	Invision Education
3/2/2023 0:00	Policy Review Questions	Sarah C. A. Schulman	Sarah C. A. Schulman
3/8/2023 0:00	Benefits	Jennifer Suberlak	Ogletree, Deakins, Nash, Smoak
3/16/2023 0:00	Wage/Hour	Sandra Garcia	Compactor Management Co
3/28/2023 0:00	Wage/Hour	Sandra Garcia	Compactor Management Co



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Alameda Annual Stats

12/1 – 11/30

2020/21: 44 calls + 266 attendees at 6 webinars = 310 employer contacts

2021/22: 86 calls + 68 attendees at 4 webinars + 3 Roundtables & 1 employer panel w/107 attendees = 261 employer contacts

2022/23: 80 calls + 88 attendees at 4 webinar + 3 Roundtables & 2 employer panels w/89 attendees = 247 employer contacts

Typical Call: I just have a quick question.....

I have 26 employees. Some of them are hourly and some are salaried. Is there a minimum wage for salaried employees?



Thorough Answers

- **January 1, 2023**

Non Exempt State Rate is \$15.50/ hour minimum

Exempt Salary Rate is \$64,480 minimum

Salary & Duty tests for Exempt Workers

- **40** local minimum wage **increases** are above the state rate
- CEA website has **complete list** of local minimum wage rates and sick time/paid time off requirements for all cities
- **Oh, by the way, minimum wage is increasing in 2024 to \$16/hr and \$20/hr for Fast Food Industry...**

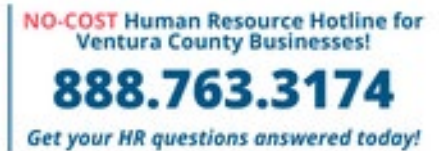
Hotline References

*Our partnership with CEA has provided us with the ability to pass on valued added service to our employers at no-cost. The HR Hotline provides incredible support to employers ensuring that they have access to expert advice and guidance on HR related matters at all times. **With the bilingual capabilities, the HR Hotline is uniquely positioned to help organizations navigate the complexities of HR in today's multicultural and multilingual workplaces.** Whether it's answering questions about employment law, providing guidance on best practices for managing employees, or helping employers navigate complex HR issues the HR Hotline has become a reliable and trusted resource for all of our employers HR needs.*

I highly recommend California Employers Association and their HR Hotline service to any Workforce Board looking to add to their service package for employers.

Kind regards,

CYNTHIA AVILA
BUSINESS SOLUTIONS MANAGER



California
Employers
Association™

More References

*We've partnered with the California Employers Association for over a decade to provide our organization's members current, trusted information they can use in their businesses. **The expert guidance CEA provides on employment related issues makes our business seminars and webinars one of our most popular offerings.** Whether it be in-person or virtually, we can count on CEA for informative and engaging content and knowledgeable, expert speakers and trainers.*

SANDRA GIARDE, CAE | EXECUTIVE DIRECTOR
(916) 830-2780

2023





Thank You

For more information email
CEAinfo@employers.org
or call 800.399.5331



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WORRY-FREE IN '23