

Supporting Employers Since 1940

HR Hotline Package for Alameda County Workforce Development Board



California
Employers
Association™



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



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

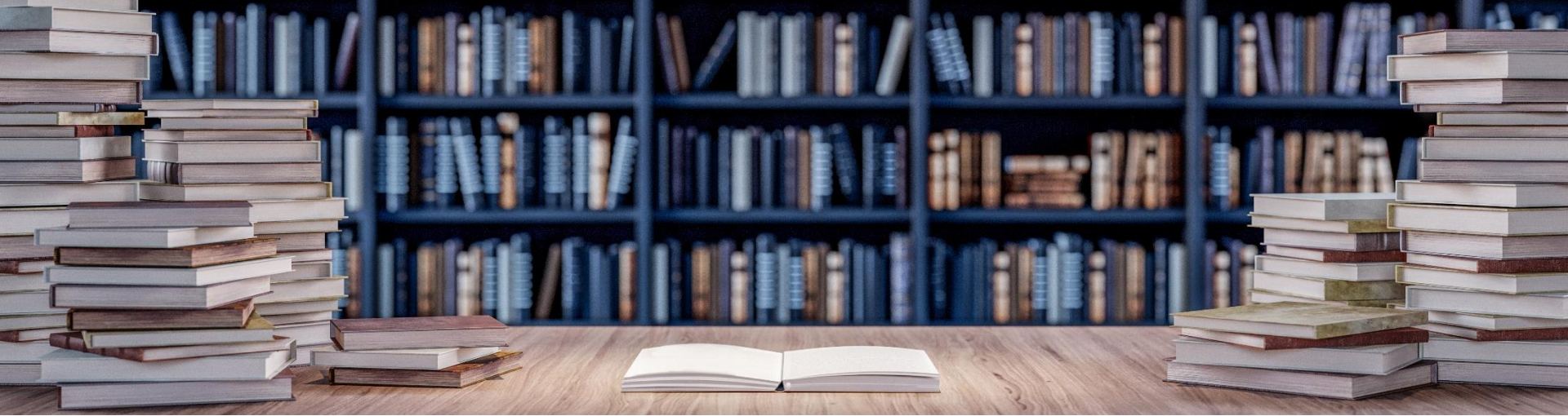
- Quick and responsive answers to HR questions
- Employment forms, policies, handbooks, guidelines, and fact sheets
- Training for supervisors, managers, and employees
- Consultation on workplace issues and negotiations

CONTACT US

employers.org | 800.399.5331 | ceainfo@employers.org



California
Employers
Association™



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.



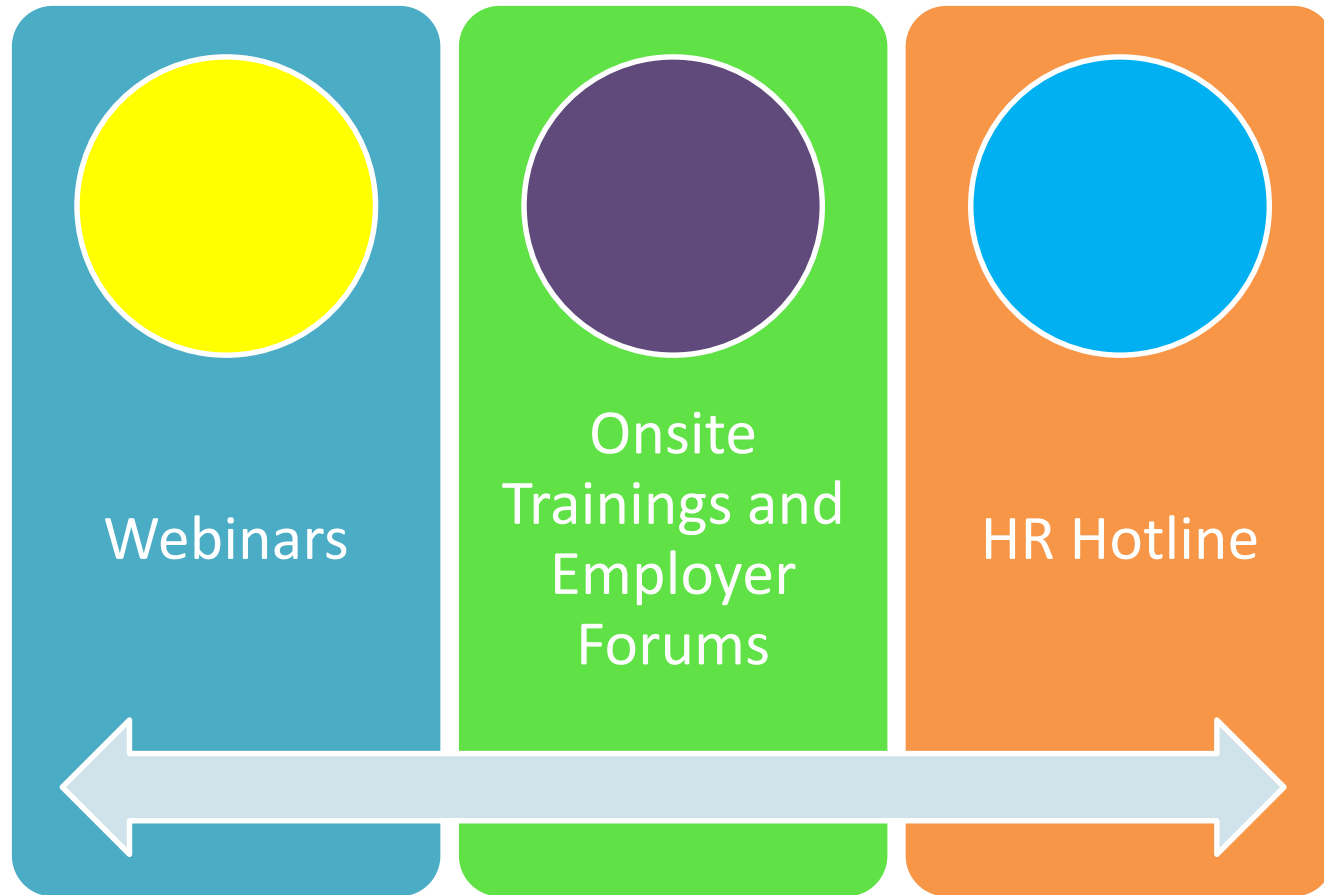
What Topics Keep Employers Up at Night ?



California
Employers
Association™

employers.org • 800.399.5331
© California Employers Association

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.



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

California
Employers
Association

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

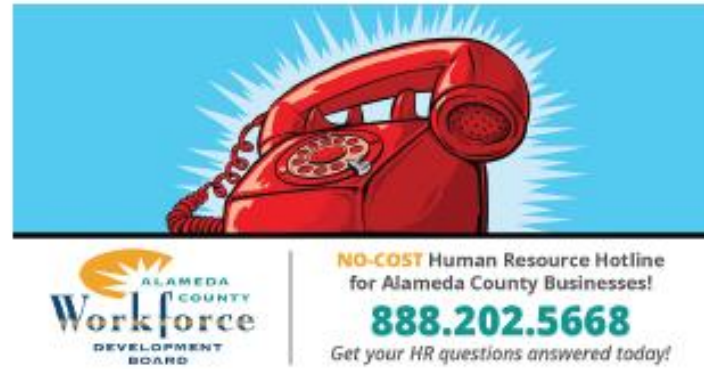
California
Employers
Association

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.




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

Additional Marketing Opportunity: Door Hangers

**Wearing
Many Hats**
Please come
back later.




Hotline powered by:
California
Employers
Association


 **MONTEREY
COUNTY
WORKS**
GROWING TALENT • SUPPORTING BUSINESS

Have HR Questions?
Call the no-cost Monterey County
Works Human Resources Hotline:
888.217.6899
Monday - Friday 8am-5pm

**Available
to Chat**
The door's open.
Come in!



Hotline powered by:
California
Employers
Association

 **MONTEREY
COUNTY
WORKS**
GROWING TALENT • SUPPORTING BUSINESS

Have HR Questions?
Call the no-cost Monterey County
Works Human Resources Hotline:
888.217.6899
Monday - Friday 8am-5pm

Trainings for Employers



2024 Labor Law Update

Virtual Training

Every year, CEA HR subject matter experts digest the new employment laws and provide practical solutions for businesses at our annual Labor Law Update. There are major changes for California employers in 2024!

From a myriad of new employee rights to handbook policies and new required posters/notices, here are just a few of the new laws:

- Increased mandatory paid sick leave to a full week
- New written Workplace Violence Prevention Plan requirement
- New cannabis-use rights and restrictions on drug testing
- Increased minimum wage and exempt salary minimum
- New NLRB Standard impacting employee handbook policies
- Revised criminal history regulations
- Fundamental changes for fast food chains, including a \$20/hour minimum wage



Approved for HRCI or SHRM credits.
See registration page for details.

Wednesday, January 31, 2024

12:00 - 1:30 PM

FREE for Alameda County Employers!

Register Now!

Or register by using your phone to scan the QR Code →



The Alameda County Workforce Development Board has partnered with the CEA to provide a NO-COST HR HOTLINE!

888.202.5668

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



Diversity & Inclusion IN THE WORKPLACE

Virtual Training

The diversity in today's workplace, not only involves differences in race, gender, and culture, but issues that include differences in communication style, ages, education, and values. With insight, understanding, and skill development, we can learn to value differences as opportunities and strengths. A culture of trust and respect enhances team efforts and goal attainment.

Topics Covered:

- Primary and secondary dimensions of diversity
- Definitions of diversity and inclusion
- Embracing diversity
- Strategies to create stronger respect
- Micro messages—inequities and affirmations
- Respect and inclusion



Approved for HRCI or SHRM credits.
See registration page for details.

Wednesday, March 20, 2024

10:30 - 11:30 AM

FREE for Alameda County Employers!

Register Now!

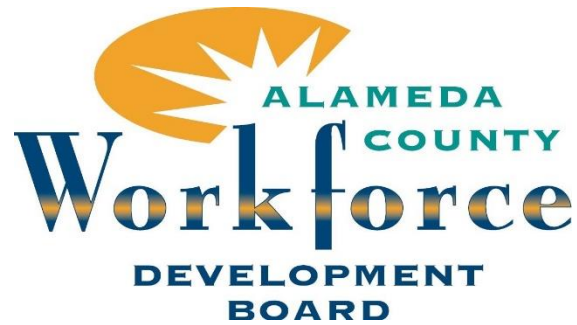
Or register by using your phone to scan the QR Code →



The Alameda County Workforce Development Board has partnered with the CEA to provide a NO-COST HR HOTLINE!

888.202.5668

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



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

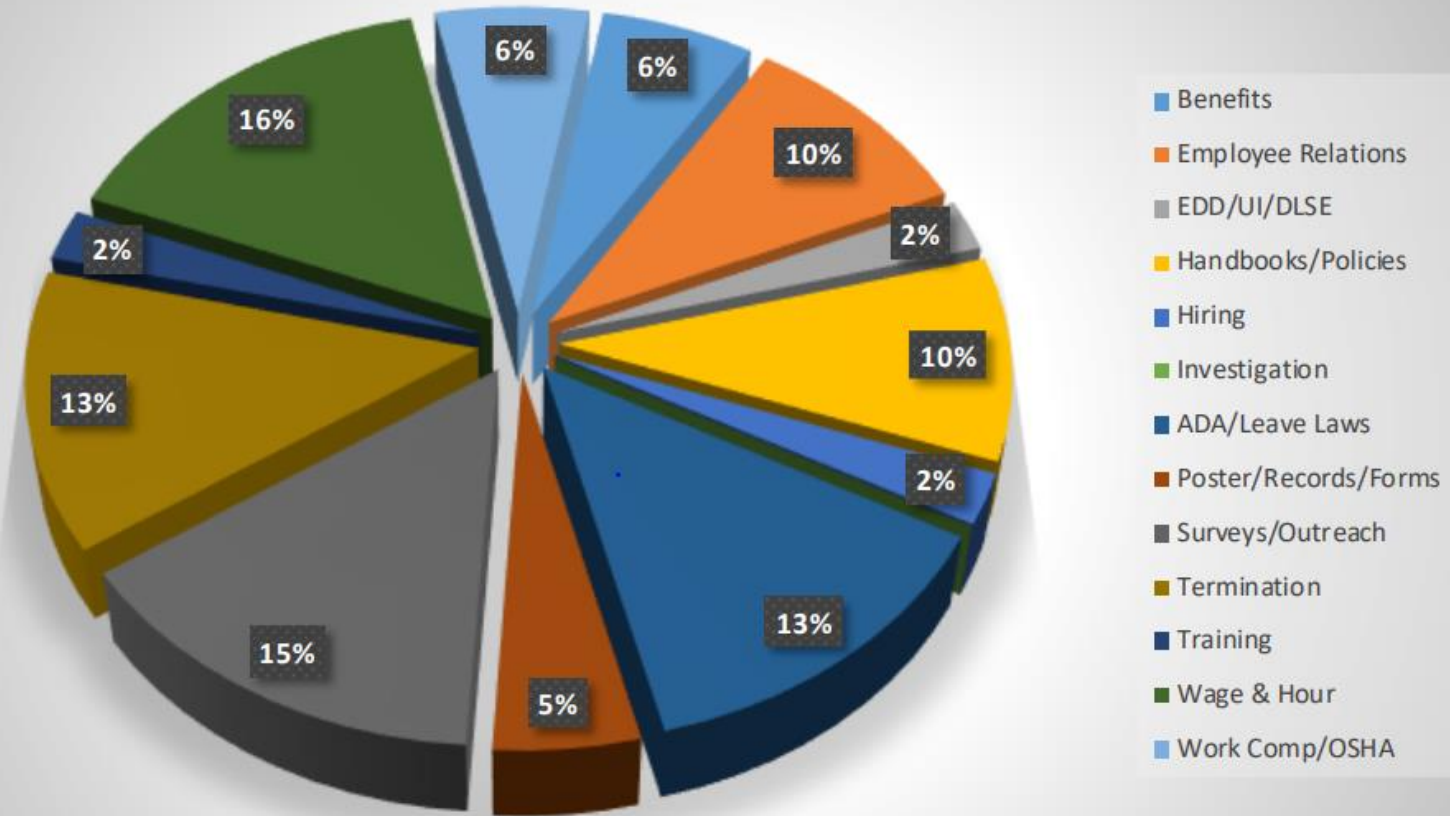
California
Employers
Association™



Call Today
888.202.5668



Monthly Reports



Reporting Example

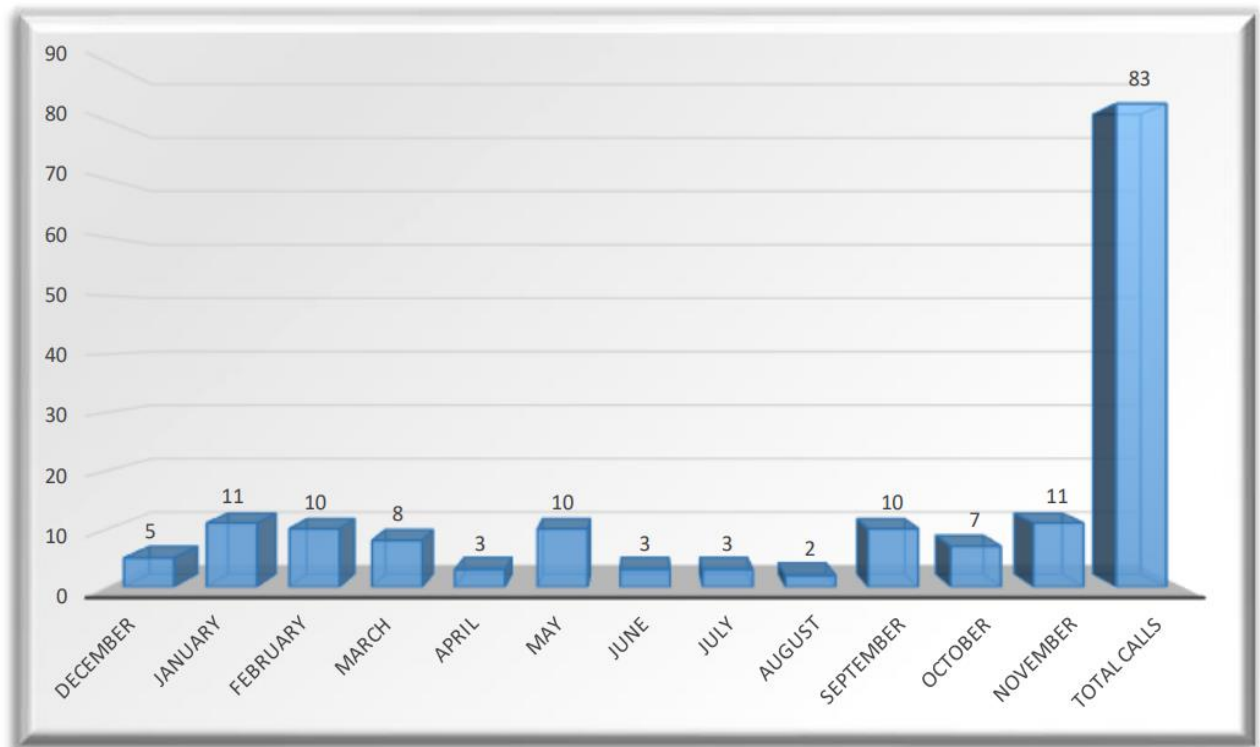
Reason For Call	December	January	February	March	April	May	June	July	August	September	October	November	Total	Potential Liability	Total Exposure
Benefits			1		1	2				1			5	\$ 80,000.00	\$ 400,000.00
Employee Relations		1	1	1		1			1	3			8	\$ 40,000.00	\$ 320,000.00
EDD/UI/DLSE										1	1		2		\$ -
Handbooks/Policies		3			2	1	1	1					8	\$ 50,000.00	\$ 400,000.00
Hiring			1								1		2	\$ 13,500.00	\$ 27,000.00
Investigation													0	\$ 10,000.00	\$ -
ADA/Leave Laws		1		1			2		1	3	1	2	11	\$ 10,000.00	\$ 110,000.00
Poster/Records/Forms				2		1						1	4		\$ -
Surveys/Outreach/Other		1	3	3				1				4	12		\$ -
Termination		1						1		2	4	3	11	\$ 45,000.00	\$ 495,000.00
Training	2												2		\$ -
Wage & Hour	2	4	4	1		1						1	13	\$ 27,500.00	\$ 357,500.00
Work Comp/OSHA	1					4							5		\$ -
TOTAL	5	11	10	8	3	10	3	3	2	10	7	11		Total	\$ 2,109,500.00

Reporting Cont.



Alameda County Hotline Report 2023 - 2024

December	5
January	11
February	10
March	8
April	3
May	10
June	3
July	3
August	2
September	10
October	7
November	11
Total Calls	83



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™



2025 Minimum Wage/Salary

All Employers – Regardless of Size!

**Non Exempt /
Hourly**

**Exempt /
Salary (Yearly)**

\$16.50

\$68,640

Transitioning Exempt to Nonexempt, Employee Relations Tips
bit.ly/Exempt_to_Nonexempt



SB 399: Ban on Captive Audience Meetings

“CA Worker Freedom from Employer Intimidation Act”

- Employees may decline to attend meeting(s) or listen to communications regarding an employer’s opinion about **religious or political matters (including re: labor organizations)**.
 - Adverse action or threats of adverse action prohibited
 - Does not include legally required information or information necessary to perform job duties
 - Employee who is working at the time of the meeting and elects not to attend must be **paid**
- *Historically, captive audience meetings were permitted under the NLRA; however in November 2024, the NLRB ruled that mandatory captive audience meetings are unlawful.*

SB 1100: Drivers License Discrimination



- Cannot require a **driver's license** on job **advertisement, posting, application** or other material unless employer *reasonably*:
 1. expects driving to be a function of the position, AND
 2. believes alternative transportation would not be comparable in travel time or cost (e.g., Ride hailing service, Taxi, Carpooling, Bicycling, Walking, etc.)
- To Do: Update job postings and application materials

AB 2123:

Paid Family Leave Benefits

- Beginning January 1, 2025, employers may **no longer require employees** to use accrued vacation prior to collecting Paid Family Leave (PFL) benefits from the State/EDD
 - **Old rule:** Employers *used to* be able to require employees to use up to 2 weeks of vacation/PTO before using PFL through the state
- New rule applies to periods of disability beginning after January 1, 2025
- **To do:** Update handbooks, leave policies and forms and train payroll staff on this important change

2025 Labor Law Update Webinar

Alameda employers can learn all about
the 2025 New Laws in a Free Webinar
sponsored by Alameda County on:

Tuesday, January 21, 2025

10:00am – 11:00am



Thank You

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



California
Employers
Association™

Lets Soar in '24