



*"With HRCalifornia we can keep up with all the labor law changes. We can plan for them rather than manage by knee-jerk reaction."*

**Lorin Stewart, Director of Operations  
OLD TOWN TROLLEY TOURS**

Referenced by thousands of HR professionals and managers

## An intuitive one-stop website for current California labor and employment law information

CalChamber understands the value of your time. That is why we've assembled California and federal labor laws all in one place — in simplified terms — at HRCalifornia. Join your HR peers who take full advantage of this comprehensive, fast-access Web site to navigate complex labor and employment law compliance issues and protect their companies from potential fines and lawsuits.

### STAY IN COMPLIANCE

Rely on HRCalifornia for plain-language labor and employment, explanations, plus forms, policies and helpful checklists.

### KEEP INFORMED

Reference HRCalifornia for the latest information on changing labor laws and critical HR issues.

### OUR MISSION

CalChamber is the largest, broad-based business advocate, working at the state and federal levels to influence government actions affecting all California business. As a not-for-profit, we leverage our front-line knowledge of laws and regulations to provide affordable and easy-to-use compliance products and services.



*For more information on HRCalifornia's great features, take the guided tour at [www.hrcalifornia.com](http://www.hrcalifornia.com).*

### CONTINUALLY UPDATED

HRCalifornia offers up-to-date facts on relevant business topics, plus easy-to-understand summaries of employment regulations. You'll find ...

- Specific HR topics displayed in a one-stop view
- Helpful tools to identify specific problems and deal with them quickly
- A powerful search engine to get you your information fast

### ONLINE HR TOOLS

Use this timely resource to assist you in a variety of practical ways. Bookmark the site to access clear labor law explanations, recruiting tools, discounted business services opportunities and more. When paid family leave, employee wages and other critical HR issues arise, you'll have answers at your fingertips.

*See other side for answers to real-world HR scenarios.*

# Get instant answers to your California-specific labor and employment law questions at HRCalifornia.

## PAYING EMPLOYEES

**Scenario:** An employer schedules a 10-hour shift to complete a manufacturing order. Employees show up at 8:00 am, but there's an equipment breakdown and work cannot begin. After an hour, it's determined that the equipment won't be up and running until the next day, so employees are sent home. How much pay are employees owed?

**Solution:** Check out the "Reporting Time Pay" section of HRCalifornia. Employees would have to be paid for at least half their scheduled hours, but never less than two, and never more than four.

## FAMILY LEAVE

**Scenario:** A wife informs her employer that her husband has been in a serious car accident and is in the hospital. How much time can she take off work to help him recover?

**Solution:** Reference "Time Off" in HRCalifornia to determine whether the employee is eligible for family leave and, if so, for how long. The section includes a sample letter to inform the employee of her rights under the Family and Medical Leave Act; a checklist to ensure employer compliance; plus information on the employee's eligibility for paid family leave.

## ALTERNATIVE WORKWEEK

**Scenario:** An employer would like all her employees to work four 10-hour days each week without paying overtime each day. Can she just change the schedule if all the employees agree, or is there something more required by law?

**Solution:** Go online to check the "Alternative Workweek Scheduling" section in Compensation. For employees to work a 4/10 schedule without receiving overtime, certain steps need to be followed, including distributing written disclosures, holding a secret ballot election and filing the schedule with the State Labor Commissioner.

## OVERVIEW OF HRCALIFORNIA TOOLS/BENEFITS

- **Easy to navigate**  
Information is arranged in functional rather than legal HR topics that follow your business processes. All of the information you need on a given topic is presented in a one-stop view.
- **Continually updated, comprehensive site**  
Our depth of trusted information includes California and federal laws and regulations, common mistakes and best practices, plus Frequently Asked Questions sorted by topic.
- **Tools to help you manage your day-to-day labor and employment issues**  
Includes forms, policies, an interactive community forum, wizards, calculators, powerful search engine and partner services.

*HRCalifornia provides help when and how you need it.*