

# labor law helpline



*"With our labor laws there's a whole bunch of gray area that's open for interpretation. The Helpline gives us the expertise we need."*

**Rick Hipp, Owner  
HIPP MARINE**

**Ask us first:  
Monday-Friday,  
8 a.m.-5 p.m.  
PST  
1-800-348-2262**

## Timely access to labor law consultants to discuss your compliance issues

Sometimes simple explanations or clarifications are all you need regarding employment laws and regulations. When unexpected workplace issues come up, check with the Labor Law Helpline first. Our team of consultants may not only save you thousands of dollars in attorney fees, but our information could protect your business from expensive fines due to noncompliance.

### ▶ SAVE TIME

When you call or e-mail our Labor Law Helpline, you'll receive a personal response from an expert in your topic area, typically within two business hours.

### ▶ SAVE MONEY

It pays to check with the Helpline first. If you need an attorney, we'll let you know. If not, you'll get the answer you need and save roughly \$300 an hour in legal fees.

### ▶ 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.



*Our labor law consultants explain and clarify California employment laws, without the legal jargon.*

### A READY RESOURCE FOR ISSUES LIKE THESE:

*(Not limited to these topics only)*

#### **Exempt/Non-Exempt**

Who qualifies as an exempt employee?

#### **Privacy**

Can I read employees' e-mail or listen to their voicemail?

#### **Overtime**

Can an employee refuse to work overtime?

#### **Termination**

What factors do I need to consider before terminating an employee?

#### **Leaves of Absence**

How do family leave laws affect my business?

#### **Injuries**

What are my obligations if an employee is injured on the job due to stress?

#### **Cal/OSHA Inspection**

How do I appeal Cal/OSHA citations?

*See other side for information on our labor law consultants.*

1215 K Street, Suite 1400  
Sacramento, CA 95814  
800 649 4921 Membership  
800 331 8877 Customer Service  
[www.calchamber.com](http://www.calchamber.com)

# How can our highly qualified labor law consultants help you today?



## **Susan Kemp, Senior Labor Law Counsel**

J.D., South Texas College of Law, and with CalChamber since 1992.



## **Jessica Hawthorne, Employment Law Counsel**

J.D., Widener University School of Law (Wilmington, DE); and with CalChamber since 2006.



## **Dale Kuykendall, Senior Labor Law Consultant**

J.D., University of California, Davis School of Law, and with CalChamber since 1994.



## **Dana Leisinger, Labor Law Consultant**

J.D., McGeorge School of Law, and with CalChamber since 2000.



## **Dale Louton, Labor Law Consultant**

Former Senior Deputy Labor Commissioner, Field Agent and Hearing Officer with the Office of the Labor Commissioner/California Department of Industrial Relations, and with CalChamber since 1997.



## **Mel Davis, Cal/OSHA Consultant**

Former Principal Safety Engineer with Cal/OSHA, and with CalChamber since 2000.



## **Gary Hermann, Labor Law Consultant**

J.D., University of Oregon School of Law; Former Hearing Officer and Regional Manager with the Office of the Labor Commissioner/California Department of Industrial Relations; and with CalChamber since 2004.



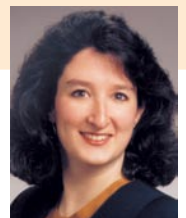
## **Sunny Lee, Senior Labor Law Consultant**

J.D., McGeorge School of Law, and with CalChamber since 1995.



## **Edward A. Levine, Labor Law Consultant**

Former Senior Investigator and Hearing Officer with the Office of the Labor Commissioner/California Department of Industrial Relations, and with CalChamber since 1998.



## **Ellen Savage, Helpline Consultant**

J.D., Lincoln Law School, and with CalChamber since 1993.

The Labor Law Helpline does not provide legal advice.

CalChamber's Helpline service provides explanation of laws, regulations, court cases, and administrative policies affecting California employers and their employees. The Helpline service provides member access to CalChamber's Helpline Consultants who will answer employment related questions in a timely fashion, usually within an hour.

CalChamber's Helpline service is exclusively for our Preferred and Executive member employers and may only be used to assist members with matters related to their own employees. The Helpline service cannot be extended to third parties, such as clients or customers of our members, since the Helpline consultants cannot give thorough responses based on secondhand information.



**Helping California Business Do Business®**