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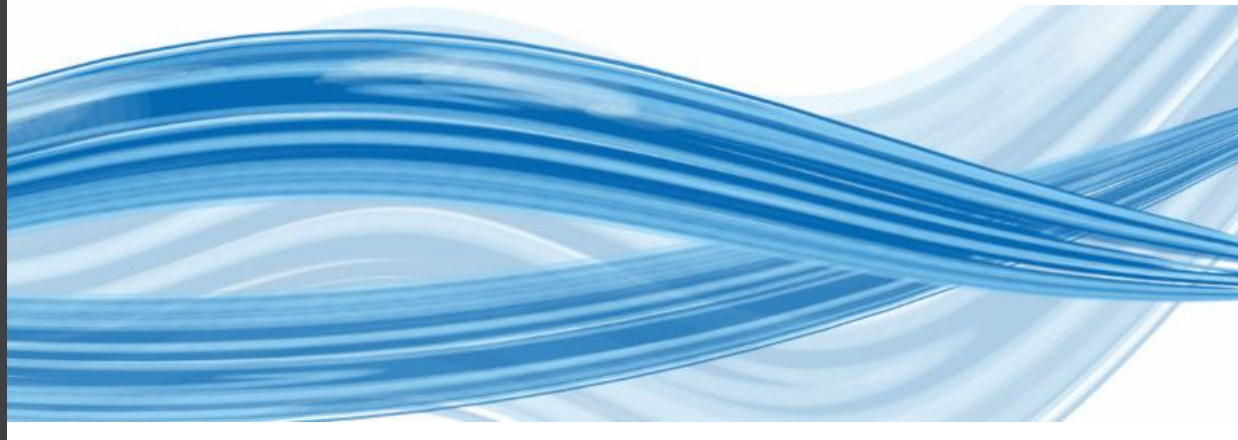
## **New Anti-Discrimination Rules in Calif. Coming in April**

Is your policy compliant? Do you have one? If you have 5 or more employees your company must have a policy aimed at combating discrimination, harassment and retaliation in the workplace. Your policy should also be distributed to the entire workforce. If your company has 50 or more workers (this includes temporary and independent contractors) worldwide, supervisors in CA are required to attend anti-harassment training every two years. The policy must also now contain specific definitions of the following terms: gender expression, gender identity, sex stereotype and transgender. The new rules also extend national-origin protections to undocumented immigrants who hold special "AB 60" driver's licenses. The new regulations go into effect on April 1st and no, this isn't an April Fool's Day joke.



## **Higher Pay and Sick Leave Benefits coming to Santa Monica Employees**

Following in the footsteps of Los Angeles, Santa Monica has passed an ordinance effective July 1, 2016 that will raise the minimum wage to \$10.50 per hour, just as it will for employees in Los Angeles. Also mirroring the Los Angeles ordinance, the minimum wage in Santa Monica will increase to \$12.00 in 2017, \$13.25 in 2018, \$14.25 in 2019, and then finally to \$15.00 in 2020. The Santa Monica City Council also included provisions relating to sick leave. Under these provisions, individuals who work for employers with 26 or more employees will receive nine paid sick days and those who work for employers with less than 26 employees will receive five paid sick days. With minimum wage and sick leave laws constantly changing, it is vital that employers keep abreast of changes to keep consistent with new laws. Employers should be constantly reevaluating their policies and pay practices to ensure compliance with not just Federal and State regulations, but local jurisdictions as well.



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