



2022 CALIFORNIA STATE HR

ADVOCACY & LEGISLATIVE CONFERENCE

SHERATON GRAND HOTEL - SACRAMENTO

APRIL 20-22, 2022

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Field Services Director



CALIFORNIA
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SHRM

Resources – Tools & Samples – Interactive Tools

Interactive Tools



COBRA Notices Generator



Employee Cost Calculator



Interview Question Builder



Multi-state Law Comparison Tool



Performance Review Builder



Salary Benchmark Tool

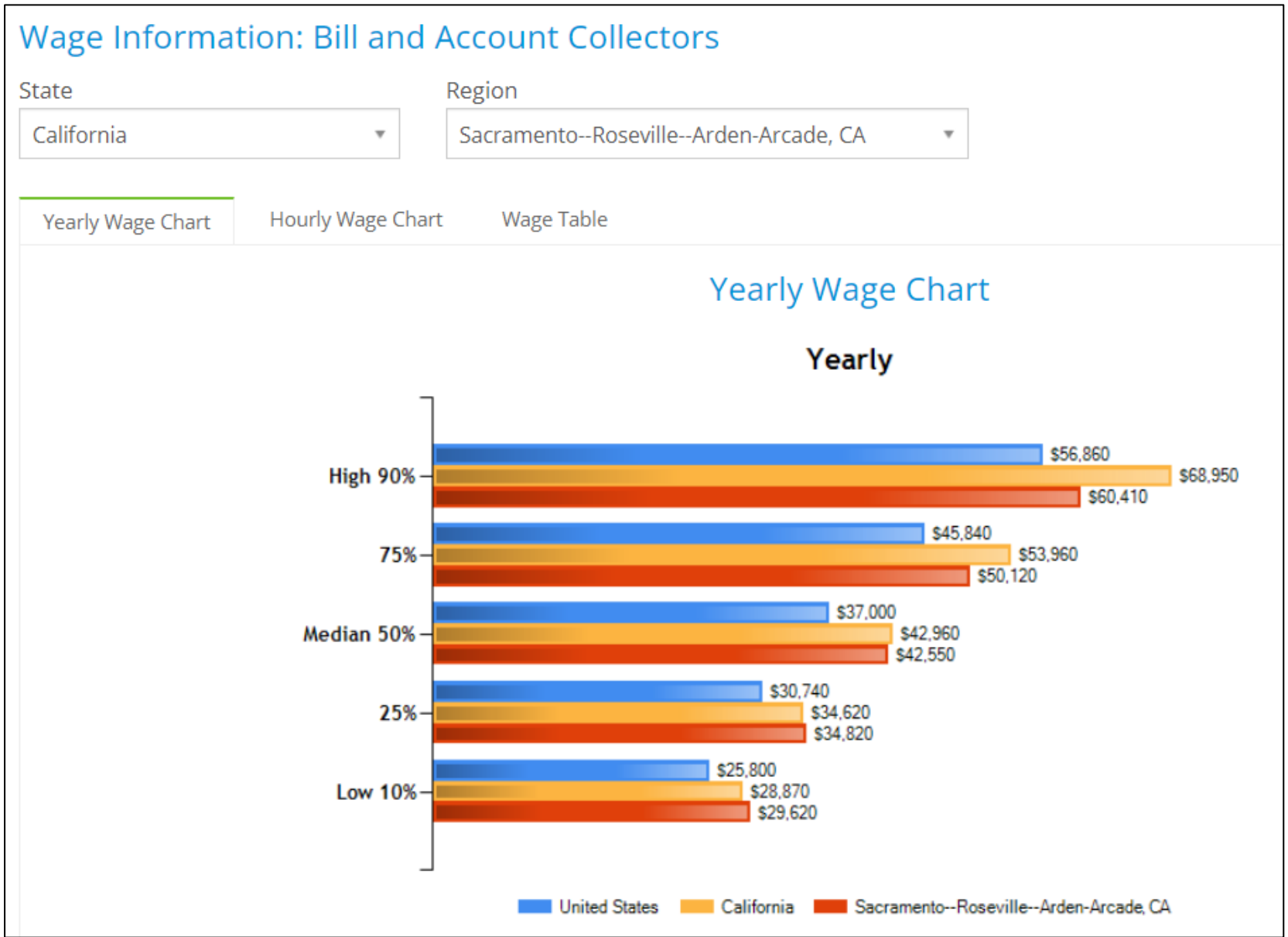
Interactive Tools: Multi-State Law Comparison Tool

California	Nevada
<div>California Final Paycheck Requirements</div> <div>General Rules</div> <ul style="list-style-type: none">• If an employee is involuntarily terminated, the final paycheck (including accrued vacation) is due immediately at the time of termination.• If the employee quits with at least 72 hours' notice, and quits on the day given in the notice, the final paycheck (including accrued vacation) must be provided at the time of quitting.• If the employee quits with less than 72 hours' notice, the final paycheck (including accrued vacation) must be made within 72 hours of quitting. The employee may request that his or her final wage payment be mailed to a designated address (for this purpose, the date of mailing is considered the date of payment). <div>Waiting Time Penalty</div> <p>An employer who willfully fails to pay any wages due a terminated employee (discharge or quit) in the prescribed time frame may be assessed a waiting time penalty. The waiting time penalty is an amount equal to the employee's daily rate of pay for each day the wages remain unpaid, up to a maximum</p>	<div>Final Paycheck Requirements in Nevada (NV)</div> <div>If the Employee is Involuntarily Terminated</div> <p>Final wages become due immediately. If an employer fails to pay the wages or compensation of a discharged employee within three days after the wages or compensation of the discharged employee become due, the wages or compensation of the employee will continue at the same rate from the day the employee was discharged until paid or for 30 days, whichever is less.</p> <div>If the Employee Quits</div> <p>The final paycheck is due on the earlier to occur of:</p> <ul style="list-style-type: none">• The next scheduled payday; or• Within 7 days. <p>If an employer fails to pay the wages or compensation due to an employee who resigns or quits on the day the wages or compensation is due to that employee, the wages or compensation of the employee will continue at the same rate from the day the employee resigned or quit until paid for 30 days, whichever is less.</p>

Interactive Tools: Interview Question Builder

Evaluation Report on Candidate				
Candidate's Name:		Jose Gardner		
Interviewer:		Maria Gonzales		
Position interviewing for:		Customer Service Representative		
Date of Interview:		04/26/2022		
Other Details:		Interact with customers to provide information in response to inquiries about products and services and to handle and resolve complaints.		
Candidate Type [please check]:		Internal: _____ External: _____ Other: _____		
Question		Score	Comments	
Describe a time when you went the extra mile in a work-related situation to help someone else. Why did you assist him or her? What was the outcome?				
Total				
Guidelines when choosing a candidate				
[10 - 9] Great Fit	[8 - 8] Very Good	[7 - 7] Acceptable	[6 - 6] Possible	[5 - 0] Unacceptable

Interactive Tools: Salary Benchmarking Tool



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