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2012 Updates in Labor and Employment Law
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Take-Aways from Power Point Presentation Topics:

- Meal Breaks and Rest Periods: Employers Must Provide But Do Not Need to Ensure
- Overtime Classifications for Exempt Employees
- Enforceability of Arbitration Agreements Between Employee and Employer
- New Doors Opening for Class Actions and Law Still Evolving
- Increase in Protected Categories Under the Law

Additional New Statues:

SB 559

Amended the Fair Employment and Housing Act and the Unruh Civil Rights Act to prohibit discrimination on the basis of genetic information, i.e. genetic tests of an individual or family members, and specifically the manifestation of a disease or disorder in family members of an individual.

AB 592 and SB 299

Amended California Government Code Section 12945 to make it an unlawful employment practice for an employer to refuse to maintain coverage under a group health plan for an eligible female employee who takes pregnancy disability leave for the duration of the leave, for a period of up to four months.

AB 240 and AB 469

Amended Labor Code Section 1174 to increase employer record-keeping requirement from two-years to three-years and prohibits an employer from preventing an employee from maintaining a personal record of hours worked.

Specifies that the Labor Commissioner can assess both civil penalties and amounts due for wage disputes.

Created Labor Code Section 1197.2 making it a misdemeanor for an employer who has the ability to pay and willfully fails to pay a final court judgment or final order issued by the Labor Commissioner.