



# EMPLOYMENT LAW BULLETIN

December 13, 2010

We'd like to share with you an article just published in *California CPA Magazine*, [Labor Laws: What Employers and Their Advisors Need to Know for 2011](#). Highlights include:

With the November election of Jerry Brown as Governor, California in 2011 will again have the same political party in majority control of the State Legislature and in control of the Governor's office. When that alignment last occurred with Governor Gray Davis in office, it seemed like employer regulation increased every ten minutes. Despite the state budget and the economy commanding much of the Legislature's attention in 2010, employers continue to draw legislative scrutiny with 604 of the bills introduced in the 2009-2010 California Legislative Session mentioning "employer"... An overview of new state and federal laws affecting private (non-governmental) employers follows.

- Political Landscape - Possible effects of same-party Governor and Legislature
- Independent Contractor Scrutiny - Government classification enforcement
- Prop. 19 Up in Smoke - Employer risks had it passed
- Is it getting hot out there? - New outdoor worker heat regulations
- Is it Time for Lunch Yet? - New meal period exemptions
- Donors Leave - New leave of absence rights
- COBRA Subsidy Sunset - The subsidy will end in mid-2011
- EDD Employer Returns; W-2 Reporting of Group Health Benefits
- Do you know GINA? New regs clarify the federal Genetic Information Nondiscrimination Act
- Social Media is Serious Business - New FTC and FINRA regulations
- No, It is Not That Kind of "Loco" - New FMLA definitions
- New Whistleblower Rights - Wall Street reforms
- On the Wall - New workplace poster requirements
- Where Do We Go From Here?

*We wish you, your family and your business a happy and prosperous 2011.*

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