



Perils and Pitfalls of California Employment Law: A Guide for HR Professionals (Ogletree Deakins/SHRM Employment Law Ser)

By Effland, Matthew S.

Society For Human Resource Management, 2014. Book Condition: New. Brand New, Unread Copy in Perfect Condition. A+ Customer Service! Summary: Perils and Pitfalls of California Employment Law provides a detailed and through summary of the key substantive employment laws in the Golden State and discusses the ways in which they most differ from the federal statutes that guide most of the rest of the country. Author Matthew S. Effland approaches this topic from the perspective of an experienced HR professional who is tasked with managing a workforce in California for the first time by asking basic questions, such as How do California's wage and hour laws compare with the federal Fair Labor Standards Act standards? How is overtime treated? Are the risks of violating the harassment laws greater in California than elsewhere? What about California's privacy rights? Medical marijuana laws? Background check limitations? To answer these questions, and more, the book is divided into five chapters. The first two chapters deal with the most fundamental of issues--what it means to be an "employee" in California, and how to schedule and pay employees. It then turns to a discussion of the requirements found in California's primary anti-discrimination and harassment statute, the...



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