



Its a great day to be a California employer!

Governor Brown went out in style signing in several last minute bills that affect all employers.

Everything from lactation to training. I honestly thought this was going be a good year and everyone would dodge the normal flurry of changes to employment laws.....boy was I wrong.

We will be sending in the next few days a full analysis of the new laws and how they will affect you, but for now let's just talk [SB1343](#). The new Sexual Harassment Training requirements.

Current law states if you have 50 or more employees you are required to give a 2 hour class to all Supervisors, every two (2) years and within six (6) months of promotion.

SB 1343 changes all of that.

Now..... **employers with five (5)** or more employees must give Supervisors the two (2) hour training and **all employees** a one (1) hour training. All within six (6) months of hire or promotion.

That means for those of you (50+) who have complied with the Supervisory training must now give **all your employees Harassment training.**

Those of you who have **5-49 employees** (*include seasonal and temporary workers in this count*) must now train your Supervisors and employees.

If you use temporary employees, the temp service must provide the training.

All of you will have to repeat the training every two (2) years or within six (6) months of hire/promotion

You have until January 1, 2020 to comply.

There is a silver lining,..... Department of Fair Employment and Housing (DEFH) is going to make a new poster..LOL

Contact us now to schedule your training for 2019.