



# CVHRMA CENTRAL NEWS



HR Success at CVHRMA

January 2007

## AB 1825 Final Sexual Harassment Training Regs.

On November 14, 2006, the Fair Employment and Housing Commission (FEHC) adopted final AB 1825 regulations for the California sexual harassment training law, AB 1825 (California Government Code § 12950.1). The regulations will be codified at California Code of Regulations (CCR) §7288.0, under a new heading "Harassment Training and Education."

These final AB 1825 sexual harassment training regulations, reflect changes from numerous public comment periods that followed draft regulations published on December 16, 2005, June 20, 2006, August 29, 2006, and October 2, 2006. According to the FEHC, the regulations will likely be effective in early February 2007.

For more information on the regulatory drafting process and access to the text of the sexual harassment training regulations, visit: [http://www.fehc.ca.gov/pub/harassment\\_training.asp](http://www.fehc.ca.gov/pub/harassment_training.asp).

AB1825 requires employers who do business in California, and who have more than 50 employees, to provide all supervisors with training on how to prevent sexual harassment in the workplace. The first training deadline was December 31, 2005. Sexual harassment training must also be repeated every two years, making 2007 a "retrain" year for most organizations. With respect to the ongoing training obligation, newly hired or promoted supervisors must be trained within six months of the assumption of a supervisory position. *(con't back page)*

## IRS MILEAGE RATE

The new IRS standard mileage rate of 48.5 cents per mile became effective January 1, 2007. This is the optional amount used by employees or self-employed individuals in computing the deductible cost of operating an automobile, van, pickup or panel truck for business purposes.

## EMPLOYEE BUSINESS EXPENSE

The California Division of Labor Standards Enforcement (DLSE) has announced proposed regulations on determination and payment of employee business expenses. You can review them at [www.dir.ca.gov/dlse/2802Regs.htm](http://www.dir.ca.gov/dlse/2802Regs.htm). A public hearing in San Francisco is scheduled for February 7, 2007. You may submit written comments until close of business on that date. Details about the hearing and submission of comments are available at the above DLSE Web page

## MEMBERSHIP RENEWALS

Don't forget to renew your membership. For past members, the yearly membership fee is \$35.00, regardless of when you renew. If you are a national SHRM member, the fee is only \$25.00. We do not have corporate memberships, but CVHRMA will allow the transfer of an individual membership to another person for the remainder of a year if you sign up and then move out of our area. Membership fees for new members are prorated over a 12 month period meaning that new members just pay for the months they are CVHRMA members during the first year.

## The 2007 Board

If you have questions, comments, suggestions, needs, or desire to volunteer, contact a board member.

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## WEBSITE JOB POSTINGS

The website is now posting jobs for free for all CVHRMA members. For non-members, the price is \$30 for a 30 – day posting. The website has a feature that allows a CVHRMA member and/or company representative to email their jobs for posting.

## Upcoming Luncheons

- February 21, 2007 David Becker, Safety Officer of Stanislaus County "Disaster Preparedness"
- March 21, 2007 Colleen Rhodes, Senior Deputy District Attorney for Stanislaus County "Worker's Compensation Fraud"

## Upcoming Conferences

- SHRM's 59th Annual Conference & Exposition, June 24-27, 2007. Las Vegas, Nevada. Online registration at: [www.shrm.org/conferences/annual](http://www.shrm.org/conferences/annual)

## CVHRMA News (con't)

### The basic provisions of California's AB 1825:

**50 or More Employees.** AB 1825 applies only to organizations that regularly employ 50 or more employees or regularly "receive the services of" 50 or more persons. (Independent contractors and temps are included in the 50+ number.)

**Two Hours of Training Every Two Years.** The deadline for the first round of AB 1825 training was January 1, 2006. Thereafter, employers must provide two hours of sexual harassment training to each supervisory employee, every two years.

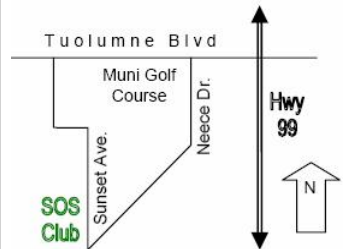
**New Hires and Promotions.** New supervisory employees must be trained within six months of their assumption of a supervisory position, and thereafter, every two years.

**High Quality Training Required.** The training mandated by California's AB 1825 must be of a high quality, conducted via "classroom or other effective interactive training" and must include the following topics:

- Information and practical guidance regarding federal and state statutory laws about sexual harassment.
- Information about the correction of sexual harassment and the remedies available to victims of sexual harassment.
- Practical examples aimed at instructing supervisors in the prevention of harassment, discrimination, and retaliation.

**Failure to Comply Opens the Door to Harassment Lawsuits.** A claim that an employer failed to provide AB 1825-mandated sexual harassment training does not automatically result in the liability of an employer for harassment. Plaintiffs will argue, however, that the failure to meet the new training mandates is evidence of an employer's failure to take all reasonable steps to prevent sexual harassment.

Directions to the SOS Club  
819 Sunset Ave  
Modesto, Ca



## Laughs and Horror Stories

FIVE BEST THINGS TO SAY IF YOU GET CAUGHT SLEEPING AT YOUR DESK:

5. "They told me at the Blood Bank this might happen."
4. "This is just a 15 minute power nap they raved about in the time management course you sent me to."
3. "Whew! Guess I left the top off the Whiteout. You probably got here just in time."
2. "Did you ever notice sound coming out of these keyboards when you put your ear down real close?"

...And the NUMBER ONE best thing to say if you get caught sleeping at your desk...

1. Raise your head slowly and say, "...in Jesus' name, Amen."

## Advertisement

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