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HEADS

UP!

HR NEWS YOU NEED TO KNOW



IN THIS ISSUE

SPSL Expiring!	2
San Francisco's Public Emergency Leave	2
Fast Food Industry Changes	3
DFEH & FEHC Get New Names	3
AB 2188 – Addresses Employees' Use of Cannabis	4

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At fHRm we strive to unite the creative ingenuity of businesses with the strategic expertise of a boutique HR consulting firm that authentically cares about its clients and their goals.



SPSL EXPIRES

ON SEPTEMBER 30, 2022!

California's Supplemental Paid Sick Leave (SPSL) is set to expire on September 30, 2022.

If you have employees currently out on SPSL or who submit a request for SPSL before or on September 30, 2022, you will need to continue/provide benefits under this leave if you are an employer with 26 or more employees.

A few months back, AB 152 was presented to Governor Newsom to extend SPSL through December 31, 2022. If AB 152 is signed and extended we will let you know, but for now, it looks like SPSL will end this month.

If you have any questions about SPSL, your employees who are currently out on SPSL, or employees who have recently submitted a request for SPSL, reach out to your HR Ambassadors, we are happy to help.

SAN FRANCISCO'S PUBLIC HEALTH EMERGENCY LEAVE

San Francisco's Public Health Emergency Leave Ordinance (PHELO) will go into effect on October 1, 2022.

The PHELO was created to address leave during a Public Health Emergency, as defined by law, much like COVID-19. Businesses with 100 or more employees worldwide must provide up to 80 hours of paid public health emergency leave to employees who work in the city of San Francisco. This paid leave is in addition to any paid time off including sick leave available under the San Francisco Paid Sick Leave Ordinance.

If you have employees who work in San Francisco and would like more information on how the PHELO will affect your company, call your HR Ambassadors.

We are happy to help!

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CHANGES COMING TO THE FAST FOOD INDUSTRY

AB 257, the Fast Food Accountability and Standards Recovery Act or FAST Recovery Act, was signed into law on September 5, 2022, by Governor Newsom. This law allows the creation of a Local Fast Food Council in qualifying counties and cities with populations of more than 200,000. The Local Fast Food Councils will be made up of 10 unelected political appointees with the ability to create new wage and labor laws related to health, safety, and welfare for fast food workers and the industry.

The FAST Recovery applies to all fast food chains with 100 or more establishments nationally that share a common brand, and standardized options for décor, marketing, packaging products, and services. It also applies to fast food restaurants in the state of California that are part of a fast food chain, that provide in their regular business operations, food or beverages on or off premises for immediate consumption, and to customers who pay before eating food/beverages they've ordered.

If you are among the host of fast food restaurants that will be included in the FAST Recovery Act, the fHRm encourages you to speak with your legal, accounting, and fHRm HR Ambassador team now in preparation for compliance and adherence to wage increase mandates scheduled for 2023 as well as possible unionization of fast food workers.



DFEH AND FEHC HAVE NEW NAMES!

The Department of Fair Employment and Housing (DFEH) is now known as California Civil Rights Department (CRD).

The Fair Employment and Housing Council (FEHC) has been renamed to California Civil Rights Council (CRC).

What's behind the name changes for DFEH and FEHC?

With the increase in hate crimes during the pandemic and afterward, the agencies with feedback from their stakeholders recognized that their former names created obstacles to people gaining access to their services.



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September 2022 Vol. 2 Issue No. 8

Cont'd on pg 4...



Is there anything that employers need to do in response to these name changes?

The only thing that employers must do is update any of their company documents and/or employee handbook that references these agencies to their new names.

CRD and CRC will be updating their logo, posters, guides, and fact sheets over the next six months to reflect their new name.

If you need assistance updating your employee and company documents, your HR Ambassadors are able to assist you. Give us a call, we're happy to help!

AB 2188 – ADDRESSES EMPLOYEES'



USE OF CANNABIS

AB 2188, signed into law recently, makes it illegal for an employer to discriminate against anyone in the hiring, termination, or any employment situation if the discrimination is based on the person's use of cannabis off the job and/or away from the workplace.

AB 2188 will take effect on January 1, 2024. While this bill was created to protect the rights of people using cannabis outside of work, the bill does not prohibit employers from drug screening in their pre-employment process or anytime the employer requires drug screening, as per your company's policy.

There are many facets to this bill that employers will need to carefully evaluate in conjunction with their pre-employment and termination processes, in addition to any drug and alcohol-free workplace policies. Your HR Ambassadors are happy to answer any questions you have about AB 2188 and what it means for your organization.

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