

# NBSIA Member Services Safety Bulletin

December 2014

## LEGISLATION UPDATE: NEW LAWS IN 2015

Stay ahead of compliance with these legislation changes. **Unless specifically noted, new legislation takes effect January 1, 2015.**

### Wage and Hour

- Increased Liability for Employer Contractors (AB 1897)
- Paid Heat Illness Recovery Periods (SB 1360)
- Waiting Time Penalties: Wage Violations (AB 1723 and AB 2743)
- Protection for Labor Code Complaints (AB 2751)
- Recovery of Wages: Timeframes (AB 2074)
- Child Labor Law Violations: Additional Penalties (AB 2288)
- Foreign Labor Contractors (SB 477)
- Prevailing Wages (Six new laws relating to prevailing wages on public works projects: AB 26, AB 1870, AB 1939, AB 2272, AB 2744, SB 266)

### Paid Sick Leave

- Mandatory Paid Sick Leave (AB 1522; Benefits by July 1, 2015)

### Background Checks

- Criminal History Requests: Public Contracts (AB 1650)
- Services to Minors (AB 1852)

### Discrimination, Harassment, Retaliation Protections

- Protection for Unpaid Interns and Volunteers (AB 1443)
- Nondiscrimination: Driver's Licenses for Undocumented Persons (AB 1660)
- Immigration-Related Protections (AB 2751)
- Nondiscrimination: Public Assistance Recipients (AB 1792)
- Harassment Prevention Training: Abusive Conduct in the Workplace (AB 2053)
- Harassment Prevention Training for Farm Labor Contractors (SB 1087)

### Workers' Compensation

- Death Benefits Collection for Specified Groups (AB 1035)
- Expedited hearings: Uninsured Employers (AB 1746)
- Changes Related to Workers' Compensated Reform (AB 2732)

### Health Care

- 90-Day Waiting Periods: Health Care Coverage (SB 1034)

### Unemployment Insurance

- Revised Eligibility for Training and Education Programs (AB 1556)
- Inclusion of Physician Assistants in Certifying Disability (SB 1083; January 1, 2017)
- UI Appeal Process: Deadline Extensions (SB 1314; July 1, 2015)

### Workplace Safety

- Penalties for Failure to Abate Safety Hazards (AB 1634)
- Email for Workplace Safety Reports (AB 326)
- Workplace Violence Prevention Plans for Hospitals (SB 1299; January 1, 2016)

*Happy New Year*

### Contact Us

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Keep a copy of this bulletin in your Injury and Illness Prevention Program (IIPP) binder and be sure employees receive a copy.