

2020 RSJ/SWENSON WORKFORCE PLANNING MEETING Agenda

I. Update Organizational Information

- A. Contacts
- B. Employees
- C. Vendor Satisfaction & Vetting
- D. Review of employee issues
 - i. Forms (application)
 - ii. Storage of files, etc.

II. Workforce Issues/Concerns

- A. Employee Turnover Rate
- B. Hiring/Staffing
- C. What is keeping you up at night?

III. Review & Plan For Compliance Issues For 2020

- A. AB 5 Ruling – Independent Contractor Audit
- B. Arbitration Agreements
- C. Ban the Box, criminal history background checks
- D. Cal OSHA safety plans and training
- E. California Paid Sick Leave
- F. City of Los Angeles Sick Leave Policy vs State of California policy
- G. Confidentiality Clauses in Settlements Agreements
- H. CROWN Act
- I. Employee Handbook Updates/Superior Court Ruling on Content
- J. Equal Pay Act - Audit
- K. ICE Homeland Security Audits
- L. Lactation accommodation
- M. Minimum Wage for Municipalities
- N. New Wage and Hour laws, break time and lunch time for non-exempt employees
- O. Paid Family Leave Expansion
- P. Plan for Non-Harassment Training for Employees & New Managers
- Q. Responding to EDD unemployment letters
- R. Salary History ban
- S. Parental Leave Act

IV. RSJ/Swenson Services

- A. Complimentary Kolbe Index & Interpretation
- B. List of services available to you
- C. New Forms (electronic)
- D. Gifts!