



# The Advisor

## Effectively Immediately! California Employers Must Now Provide Time Off For Military Spouses

by  
Marilou F. Mirkovich, Esq. and Ann K. Smith, Esq.  
Atkinson, Andelson, Loya, Ruud & Romo

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**O**n October 9, 2007, Governor Schwarzenegger signed California Assembly Bill (AB) 392 into law. AB 392 created a new leave of absence right for spouses of military personnel.

**Effective immediately**, California employers with 25 or more employees must allow an employee who is a spouse of a member of the Armed Forces, National Guard, or Reserves to take up to ten (10) days of unpaid leave during a "qualified leave period."

The law was enacted as an urgency statute in an effort to assist "the families of those troops currently serving in military conflicts in Iraq and Afghanistan."

A "qualified employee" eligible for leave under the new law is defined as:

- 1) The spouse of a "qualified member" of the Armed Forces;
- 2) An individual (excluding independent contractors) who works an average of 20 hours per week;

3) An individual who provides notice "within two business days of receiving official notice that the qualified member will be on leave from deployment" of the intent to take the leave provided by the statute; and

4) An individual who submits written documentation to the employer certifying that the qualified member will be on leave from deployment during the time the leave is requested.

The statute defines a "qualified member" as

a member of the Armed Forces who has been deployed during a period of military conflict to an area designated as a combat theater or combat zone by the President of the United States. Members of the National Guard and Reserves who have been deployed during a period of military conflict are also included in the definition of "qualified member."

The "qualified leave period" means the period during which the qualified

... a spouse [may]  
take up to ten (10) days  
of unpaid leave during a  
"qualified leave period."



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## ***President's Message . . .***

*by Stewart Lerner*

**D**ear members: I would like you to pay special attention to a number of very important articles in this edition of our newsletter. As you may be aware, the governor very recently completed action on the many bills which crossed his desk this year. The good news is that he has vetoed nearly all of the bills which would have caused problems for you as employers. Please review the Final Legislative Report (on Page 7) by Hotline attorney, Bruce Matlock, for an excellent summary of this year's legislation. Also note that there is one piece of legislation that will impact most of you and which is effective **IMMEDIATELY!** Please see the front page article for that information.

Another very hot issue was the Department of Homeland Security's requirements on handling "No-Match" letters for Social Security. That issue has now been resolved, at least temporarily. Please read the article on the next page by our very active Program Chair, Robert Orozco.

On a more personal note, in this issue we formally welcome our new EAC-OC Office Administrator. Barbara Bivens is a highly qualified and delightful person who will provide excellent service to EAC-OC members and to the EAC-OC Board. Please take the time to get to know Barbara through the article and make sure to come by and meet her at future meetings.

Speaking of future meetings, we have just finalized our Certificate Programs for 2008. We once again thank Robert Orozco for all of his hard work in designing a program package that we believe is second to none. Please see Robert's article on Page 9 for more information.

I know that many of you know what a bargain you get with EAC-OC programs and services but that fact became even more apparent to me when I received a recent mailer from a major law firm. They are putting on a one-day seminar (actually featuring one of our upcoming speakers) and are charging \$320 for the privilege of attending their meeting. Other mailers I have received feature similar pricing. You will note that due to added meal costs, our workshop pricing

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## Scholarship Recipient Selected!

by  
Linda Johnson, Chair  
EAC-OC Scholarship Committee

**I** want to officially welcome our scholarship recipient, Chunnor Chan. She was selected to receive our current year's \$2,500 scholarship for her studies at California State University at Fullerton. Chunnor has also received a courtesy membership in our organization for one year. She exemplifies our organization's purpose to provide information and education to employers, the business community and future human resource professionals.

Chunnor is in her senior year at CSU-Fullerton majoring in Business



Administration – Human Resource Management. She also works part-time as a student assistant in the college's financial aid office, and yet finds time to be an involved member of the campus' HR Club. Per her application essay, Chunnor feels that "four general, but essential, strategies used by a Human Resource professional are: (1) Staffing, (2) Motivation, (3) Training and Development, and (4) Maintenance".

Please help me, if you have not already had the opportunity, to welcome and congratulate Chunnor.



## Temporary Legal Victory Stops Implementation of DHS "No Match" Rules

by  
Robert Orozco, Esq.  
Atkinson, Andelson, Loya, Ruud & Romo

**A** Federal Judge temporarily blocked the recently enacted Department of Homeland Security (DHS) "No Match" measure that would crack down on businesses that may be employing undocumented immigrants.

In his ruling last October 10, U.S. District Court Judge Charles R. Breyer found that the DHS's proposal to disseminate no-match letters would affect more than eight million workers and "result in the termination of lawfully employed workers" as well as resulting in "irreparable harm" to both employees and employers. Judge Breyer's decision comes at a time when U.S. government agencies Immigration and Customs Enforcement (ICE) and DHS announced in August it would jointly enforce a new rule that would use social security records from the Social Security Administration (SSA) database for immigration enforcement. DHS and ICE believe a "no-match" letter might be one of the only

indicators to an employer that one of its employees may be an unauthorized worker.

The judge's order prevents any implementation until the court makes a final ruling after trial.

This is the second time the court has ruled against the US government. The court initially halted the DHS rule after labor and immigrant groups filed a lawsuit blocking the government from sending out notices of the new regulation to 140,000 employers across the country. The "no match" letters were supposed to start going out in September.

### Curious Bedfellows Challenged the Proposed Regulation

Under the guideline proposed by ICE and DHS, an employer is *obligated* to re-verify an employee's work authorization and identity if they receive a "no-match" letter from the SSA that questions the employee's name and/or

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## ***Fanfare Events and Association Management***

### *EAC-OC Welcomes New Administrative Office*

**A**s of September 1, 2007, Jean Gardner, who has served as EAC-OC Administrator for eight years, retired and the EAC-OC Board of Directors has hired Fanfare Events and Association Management of Huntington Beach to be the new EAC-OC office. Barbara Bivens, owner of Fanfare Events, will be the EAC-OC Administrator and Kelly Stewart, Barbara's Administrative Assistant, will be answering EAC-OC's new phone (714) 890-0008 and assisting members.

Rob Orozco, Program Chair, recently interviewed Barbara so that our EAC-OC members can get to know her. Here is the interview:

**Rob:** *Tell us a bit about yourself and how you became involved with the EAC-OC.*

**Barbara:** I have been an Executive Director or Administrator for a number of non-profit associations for 20+ years. I was referred to the EAC-OC by Gayle Stewart Enterprises who had originally received the Request for Proposal. I worked for Gayle at the beginning of my career.

**Rob:** *How long have you run Fanfare Events?*

**Barbara:** Fanfare Events has been in business for twelve fantastic years. Fanfare Events manages non-profit associations as the main portion of the company business, but also plans specific events for associations, corporate events and special projects, trade shows, conventions and travel conferences.

**Rob:** *What is the funniest or strangest event that you have organized?*

**Barbara:** Hands down – one event comes to mind. I was doing a National Convention in Tampa, Florida, at a large and sprawling golf resort. This was a four-day convention with 50 breakout seminars, nightly hosted functions (silent

auction, welcome reception, banquets, etc.) and trade show. Plans were set but one of the biggest obstacles was getting people around the property. Not hard, as we spaced time in such a way that the resort shuttle services took care of this issue.

But . . . I had 3,000 attendees who were at an Awards Breakfast and I needed to get all of them from the Breakfast to the opening of the Trade Show – a walk of about a quarter mile!! There were not enough shuttle buses to get this done, so I hired a Dixieland Jazz Band, a four-person bike for the VIPs, and got some help from some “plants” in the crowd. Then when everyone came out of the building, there was the Dixieland Band playing as they walked to the Trade Show building, followed behind by the bike with the VIPs and my “plants” waiving white napkins and dancing behind. The

hotel staff handed out white napkins to everyone as they walked out the door and we made it a PARADE. We got everyone there, the Trade Show opening was the best, and everyone had fun!! And not one complaint about the walk!!

**Rob:** *What interests do you pursue?*

**Barbara:** I spend a lot of time and effort growing vegetables, canning and cooking! I love to read, listen to the Blues, ride my vintage Schwinn bike with my husband and whenever I can, go kayaking. My family and I enjoy camping; I love to travel and I am the tour guide (my family groans) as I am a history buff.

**Rob:** *What do you envision for the EAC-OC in 2008?*

**Barbara:** I envision a growing membership, growing participation in the Certificate Program and larger attendance at all meetings. I am excited to help with the launching of your website, which should be happening



## ***SRO (Standing Room Only) at Our August Workshop!***

*“Leaves of Absence” is always a popular topic.*

*by  
Stewart Lerner, EAC-OC President  
Lerner & Associates*



*“Hmmm, let me think about that!”  
responds our EAC-OC President,  
Stewart Lerner.*



*Good speakers, such as Lloyd  
Loomis, Esq. of Lewis, Brisbois,  
Bisgaard & Smith, always draw  
a big crowd!*



*It was good to see our  
EAC-OC/EDD Coordinator, Abner Ivora,  
in attendance!*



*Lloyd Loomis, Esq. taking time for one-on-one  
questions/answers after the meeting.*

## ***Final 2007 Program and a Peek at the Certificate Program for 2008***

by  
**Robert Orozco, Program Chair**

**I**t is hard to believe that the 2007 program year is nearly over. Our certificate programs have been completed and only one program remains for this year. It is a fun program, however, and one we hope you will attend.

It is entitled "Top Ten Things Employers Did To Get Sued in 2007." It is a humorous, yet serious, examination of the interesting things that employers have done to get sued, as well as a look at the year in review.

This program will be presented on only one date and location, Thursday, November 15<sup>th</sup> at the Hyatt, Orange County. The mailer should be out shortly.

Our Certificate Program for next year has been finalized and we are very excited about it. We have a number of excellent speakers already signed on and are negotiating with a number of others. If you wish to sign up early, you can do so by sending in the registration form on Page 9. Here is a quick outline:



**February** – Religious Tolerance and Dress Code in the Workplace

**April** – Documentation –Discipline-Discharge

**June** – We're Watching You – Privacy in the Workplace

**August** – Keys to Successfully Navigating State Programs – Unemployment Insurance and Disability Insurance

**October** – Annual Wage and Hour Update

We will also be presenting several non-certificate programs which will be announced shortly. One program you can prepare for now, however, is our annual New Laws and Legal Update program which will be presented in mid January.

***I look forward to seeing you in November and throughout next year.***

*"These programs have been approved for 2.75 recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI).*

*For more information about the certification or recertification, please visit the HRCI homepage at [www.hrci.org](http://www.hrci.org)."*



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# Final CEAC Legislative Report

by  
Bruce Matlock, Esq.  
EAC-OC Hotline

**T**he Governor has finished his review of legislation for 2007. As you will see below, he has vetoed almost all legislation that would impose new rules on employers. The Governor did not give a reason for most vetoes. Many of these bills will likely be introduced next year. If you want information on any of these bills or copies of the bill language, go to [www.leginfo.ca.gov](http://www.leginfo.ca.gov). Of course, you can also give me a call if you have any questions. Please let me know of any bills I may have missed.

## **BILLS SIGNED:**

**Time off for spouses of military personnel on leave, AB 392:** This law is effective immediately. It will require employers, with more than 25 employees, to grant up to 10 days of unpaid time off to spend time with a spouse who is on leave from military deployment. See front page article for details.

**Failure To Provide Workers Compensation Insurance, SB869:** Requires EDD to give information on all California employers to the Workers' Compensation Insurance Rating Bureau. Employers who were discovered not to have comp insurance would be given the chance to purchase without penalty. If they fail to do so, they can be fined \$1,000 per employee.

**Minimum Pay for Highly Compensated Computer Professionals, SB929:** Under current law, certain computer software professionals are exempt from overtime requirements if they meet strict job duty tests and earn at least \$49.77 an hour. This bill would reduce that minimum compensation to \$36.00 an hour effective 1/1/08. The minimum compensation will still be subject to annual adjustments.

**Discrimination: AB14** expands definitions of unlawful discrimination in providing services under the Unruh Civil Rights Act to the same standards as Department of Fair Employment and Housing (DFEH).

## **BILLS VETOED**

### **Health Insurance**

The Legislature has passed AB8, a major health insurance proposal. The Governor has stated he will veto that bill, but has called the Legislature back into special session to reconsider that bill and his proposals on health care. Apparently his proposal would require approval by the voters next year. Since this issue is changing so fast, your best venue for up-to-date information on this complicated topic is probably the daily newspaper. **Vetoed.**

### **Workers' Compensation Discrimination**

SB942 would require an employer to reinstate an employee returning from a workers' comp leave within 5 days or be faced with back pay and \$100 a day penalties. **Vetoed.**

### **Employer Penalties for Independent Contractor and Exempt Employee Violations**

SB622 would result in significant liability to employers. It would add a section to the Labor Code making it unlawful for "Willful misclassification of an employee as an independent contractor" and "Willful payment of a nonexempt employee at a fixed salary rate where the employer knew or should have known that payment at that rate would result in the employee receiving less wages than he or she would, had he or she been paid based on regular hours and overtime hours worked."

Initial penalties would be \$5,000 to \$15,000 per person per violation. For a pattern of violations the penalty would increase to \$10,000 to \$25,000 per violation. The penalties are in addition to any other penalties or fines.

**Vetoed.**

### **Discrimination Based On Familial Status SB836**

This bill would add "familial status" to the list of prohibited reasons for discrimination under the Fair Employment and Housing Act. The bill defines "familial status" an individual

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who is or will be caring for or supporting a family member.

Providing care includes: providing supervision or transportation; psychological or emotional comfort and support; addressing medical, nutritional, hygiene and safety needs; attending to illness, injury, mental or physical disability.

The bill would cover parent, child, spouse, domestic partner, sibling, parent-in-law, grandparent and grandchild. **Vetoed.**

**Farm Labor Contractors:** AB377 would require that the name and address of the employer who is using contract labor be placed on the paycheck stub. **Vetoed.**

**Wage Records:** AB 435 would require that wage and classification records be kept for 5 years and extends the statute of limitations for filing suit on gender discrimination in wages to 5 years for willful misconduct. **Vetoed.**

**Family Leave:** AB537 would expand coverage under the Family Rights Act, which covers employers with more than 50 employees. The changes would allow an employee to take protected leave for: the illness of an independent child of any age; parents-in-law; grandparents; grandchildren and domestic partners. **Vetoed.**

**Jurisdiction of Employment Disputes:** AB1043 would make it illegal to require disputes over terms in an employment contract for employees working in California be heard in other states. **Vetoed.**

**Indoor Heat Standards:** AB 1045 would require Cal-Osha to formulate regulations regarding excessive indoor heat in a work place. **Vetoed.** There are currently no standards for excessive indoor heat.

**Non-Smoking Rules:** AB 1467 makes many changes in the laws covering smoking in work areas. The intent is to prohibit smoking in almost all enclosed areas of employment. Exceptions apply for bars and similar establishments. **Vetoed.**

**Personnel Files:** AB 1707 would require that an employer furnish personnel files to a current or past employee or

their representative within 21 days of the request and keep such files for 3 years after termination of employment. Copies of the personnel file must be kept at the employee's workplace. Penalty of \$750 for failure to comply. **Vetoed.**

**Bereavement Leave:** SB549 would require that an employer grant up to 4 days of unpaid bereavement leave for the death of spouse, child or parent. Employer prohibited from disciplining an employee for inquiring, requesting or taking such leave. Only covers employees who have at least 60 days of employment. **Vetoed.**

**Paid Family Leave:** SB727 would add "grand-parents, grand-children, parents-in-laws, and siblings" to the list of ill relatives that an employee may take Paid Family Leave to assist. **Vetoed.**

**Locked Out Employees:** AB504 would require employers convicted of fraud, misrepresentation, or misconduct to make restitution to locked out employees. **Vetoed.**

#### **BILLS NOT SENT TO THE GOVERNOR**

**Pay Discrimination:** AB437 would have provided that in California, the statute of limitations on pay discrimination cases runs from each payment that is allegedly discriminatory. **Inactive.**

**Domestic Partnership, SB 11:** Currently opposite sex couples may register as domestic partners, only if one is over 62. SB11 would delete the age requirement for opposite sex couples. **Not sent to the Governor.**

#### **SIGNIFICANT ISSUES FROM 2007**

**Statue of Limitations for violation of meal and rest periods:** The California Supreme Court has ruled that employees denied meal and rest periods may claim the one hour penalty for the previous 3 years (if a claim is filed with the Labor Commissioner), 4 years if a claim is filed in court.

**Minimum Wage Increase:** California's minimum wage will increase from \$7.50 an hour to \$8.00 an hour effective 1/1/08. This will also change the minimum compensation requirement for exempt employees from \$31,200 a year to \$33,280 a year.

*Time Off for Spouses . . . from Page 1*

member is on leave from deployment during a period of military conflict. Notably, there is no length of service requirement to be eligible for this leave. Therefore, a qualified employee could request a leave after only working a few weeks. The leave is only available for spouses.

Brothers, sisters, significant others, and parents are not eligible for this leave. It is unclear if a "qualified employee" could take more than one leave each year. The statute is silent as to the number of leaves available to a "qualified employee" only stating that a "qualified employee" may take up to ten (10) days leave during any "qualified leave period."

Although the statute refers to an employee "requesting" time off from work to spend with a returning spouse on leave, the statute does not identify any circumstances that would allow the employer to deny the employee's specific request. The statute also does not mention any compromise whereby an employer may arrange the leave to take place at a more convenient time period, during which the spouse will be on leave from active duty deployment.

The new law specifically prohibits employers from retaliating against employees who request and take this leave. It does not, however, specify what penalties can be assessed if such retaliation occurs. Nevertheless, employers should take precautions to ensure that such retaliation does not occur as violation of this law could create a claim for violation of public policy.

There is no language in the statute clarifying what is satisfactory "written documentation certifying that the qualified member will be on leave." As such, employers will have to do their best to assess if the documentation provided is satisfactory.

This law was added to the California Military and Veterans Code as an urgency statute in an effort to accommodate families at this crucial time. Undoubtedly, this new law will add to the confusion that employers face in managing the leaves that are currently available to California employees.

Due to the uncertainties of this new law, employers should evaluate requests for leave carefully. If you are faced with a request for a leave and are not certain if an employee is eligible, please contact your attorney.

*President's Message . . . from Page 2*

has increased very slightly next year while our annual membership fee will remain unchanged. You have our pledge to continue to provide high caliber speakers at rates that offer real value to our members.

Let me close by once again thanking you for your ongoing support. One of my great pleasures is to attend the meetings and have a chance to interface with many of you. Have a great 2007 and we will be back with another newsletter in early 2008.



**2008 Certificate Programs – Early Registration Form:** Please type/print clearly or attach your business card. One person per registration form please (use photocopies for additional attendees):

Attendee name: \_\_\_\_\_

Company/Organization: \_\_\_\_\_

Mailing address: \_\_\_\_\_

City, state, zip code: \_\_\_\_\_

Phone: \_\_\_\_\_

E-mail address: \_\_\_\_\_

Business size: \_\_\_\_\_ Industry \_\_\_\_\_

Registration fee includes 5 Certificate Programs, breakfast buffet, seminar materials and parking.

Please indicate which workshops you wish to attend:

\_\_\_\_\_

Fee: Member \$275      Nonmember \$375

Total amount enclosed: \$ \_\_\_\_\_ for \_\_\_\_\_ persons.

Advance registration required. No refunds.

Each individual workshop: \$65 for members, \$85 for nonmembers. EAC-OC yearly membership: \$95

Make checks payable to: **EAC-OC, Inc.**

Cash, check, Visa, MasterCard and American Express

Mail with this form to: **EAC-OC, Inc.**

**15564 Producer Lane**

**Huntington Beach, CA 92649**

or call with credit card info to: (714) 890-0008

**Note:** Funds collected exceeding the seminar cost will support future seminars or community employment and training opportunities.

## Success Stories From Our Orange County Field Offices

**O**ur EDD field offices in Orange County do great work for both applicants and employers. Here are some short stories illustrating the kinds of service that they provide.

The first article shows how quickly they can respond to emergency orders that come in from local employers. The second illustrates the in-depth services that can be provided to job seekers who have significant barriers to employment.

The final articles show that EDD successfully serves more than low-skilled applicants. These are some success stories from their Experience Unlimited program:

- “The Anaheim Marketing Unit received a “Hot” job order requesting our assistance in recruiting 20 people for a special event in Anaheim to be held over the week-end (Saturday and Sunday only) at \$9.50/hour.

Late afternoon yesterday the employer decided he wanted to come into the office this morning to interview some of the people for the event, as he wanted to see all candidates to pre screen for crowd control, pleasant personality and make sure none of the candidates had rings on their face, tattoos or braids.

The end result was that it was a hit for EDD Marketing, Anaheim, as the employer interviewed 27 candidates and hired 20 for the event! (And I’m exhausted!)”

- “Dean Dan,  
I would like to thank you from the bottom of my heart for your heartfelt compassion and diligent efforts to assist me in getting back on my feet. I know that it was difficult to reach me at times, due mostly to my instability and lack of funds, but you kept trying and for that I’m most grateful. After losing my mother on Christmas Day

and my vehicle the night of her funeral a week later, I found myself homeless, and I did not know where to turn. I wound up staying at the Samaritan House Rescue Mission in Long Beach, CA. There I was able to regroup and focus on a plan. I went to the Long Beach VA daily, and went to their computer room where I was able to do job searches and attempt to repair my broken past.

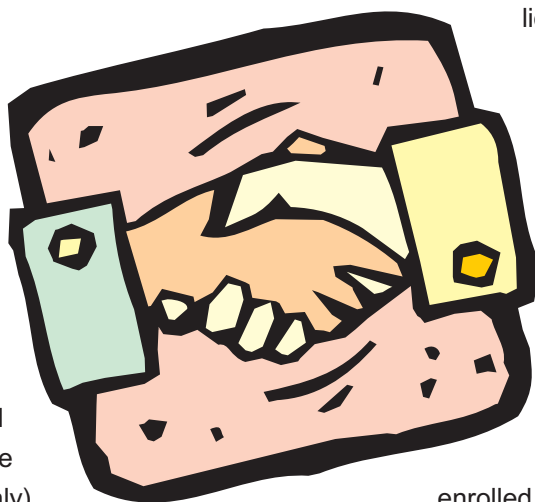
Because of restrictions on my nursing license due to back child support, and me just not wanting to do that any more, I found interest in trucking. After contacting several trucking schools, I found one that offered training with no out-of-pocket expense, but it required that I have no recent misdemeanors and no felonies. So I sent to North Court and petitioned the court to expunge my record. I was successful, and soon after

enrolled in trucking school. The school was 18 days long. I now have my commercial driver’s license and am now delivering freight to all 48 states. I again would like to thank you for the many vets that you have helped. Not only for your concern, but for your inspiration and dedication. You are a good man, and God will bless you.

I will never forget you, and I will come by to visit whenever I’m in the Orange County area.

Gratefully yours, Vincent”

- “Dear Judy, all trainers and members,  
Finally I have a new position – only took four months and it has been a difficult labor. Again, as always, it is and has been a pleasure working with you at Experience Unlimited. You are wonderful people and your dedication to EU reflects favorably upon each of you.  
Okay, here are the specifics:  
How job was found: Networking. I gave my résumé to



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**Temporary Legal Victory** . . . from Page 3

tax records, or a notice from DHS that the employee does not match its records. If within 90 days, the “no-match” is not resolved and the employer cannot verify the work authorization and identity of the employee, the employer must choose to either fire the employee or face civil and criminal penalties. Significantly, ICE could also use the receipt of either of these letters as evidence that the employer has “constructive knowledge” that an employee is unauthorized to work and is therefore, in violation of immigration laws.

DHS’ proposed regulation resulted in several disparate groups joining forces to challenge the legality of the proposed regulation. Labor and immigrant groups including the AFL-CIO and the U.S. Chamber of Commerce as well as the American Civil Liberties Union filed the lawsuit in September challenging the proposed regulation. The lawsuit alleged that the implementation and enforcement of the proposed measures would place a heavy burden on employers, result in discriminatory practices, and result in the improper termination of legal employees based on errors within the SSA database. In response, DHS contended that the proposed regulation would not result in any of the scenarios presented.



**Fanfare Events** . . . from Page 4

very quickly. I am hoping to introduce new communications and additional membership benefits. I am full of ideas and I am excited to work with the Board of Directors to make these ideas reality.

*Rob: What EAC-OC events are you looking forward to next year?*

**Barbara:** Every single one of the workshops – there is such great information available through these workshops and the speakers are excellent. I would like to add a special program next year, so just wait and see . . .

*Rob: Who do you believe will win the World Series?*

**Barbara:** I don’t know the teams this year – if it were the Angels or Dodgers playing the World Series, I would be cheering them on to the championship! I have been a Dodger blue fan for many years, but I really enjoy the game experience at Angel games. It’s not so much who is playing, it is how the game is played and the fun in the bleachers for the fans!!!

**EDD Success Stories** . . . from Page 10

the HR Director of a former employer over 1-1/2 years ago. She was hired by another company but retained my résumé. A position came open at the hospital and she recommended me to the president of the hospital who was the first person to interview me. My second interview was last week with two VPs, where I was offered the job shortly after I left.

Company: Hospital

Position: Clinic Administrator

Compensation: \$76,000 per year plus full benefits after 30 days.

Again, thank you for everything, Harry”

- “Dear Judy,  
I am pleased to inform you that I have got a job as a Quality Control Engineer, starting September 5, 2007, with a starting salary of \$55K, mostly due to the training received at Experience Unlimited Anaheim Chapter.

I want to thank you and the entire team for the good job they are doing. My special thanks for the orientation and the helpful tips, the very informative network training, the excellent résumé writing and interviewing techniques and mock interview. While the whole training program is useful, some of the things I specially liked are: listener wins, post interview activities, thank you letter, mini-profile, action words, power statement.

I want to wish all the members of Experience Unlimited Anaheim good luck in a successful job search.

Thanking you, Mark”

- “Dear Judy,  
Success! I’ve been hired on a contract basis by a company in the City of Industry, California. They’ve hired me with a salary of \$65,000/year. This was the low end of my salary range, but I was short some of the experience for which they were looking. Once I’m up to speed I can expect a raise.

I believe the Interviewing Techniques workshop on Monday really helped me with the interview itself the next day. I give EU Workshops very high credit in me getting this job so quickly!

Best Regards, John”

*This publication is designed to provide accurate and authoritative information in regard to the subject matter covered. It is provided with the understanding that the publisher is not engaged in rendering legal or other professional service. If legal advice or expert assistance is required, the service of a competent professional person should be sought.*

**EMPLOYMENT DEVELOPMENT DEPARTMENT (EDD)**  
**Orange County Locations**

<b>OFFICE</b>	<b>ADDRESS</b>	<b>PHONE</b>
Anaheim Job Service .....	2450 E. Lincoln Ave. .... Anaheim, CA 92806	714-518-2315
Anaheim Workforce Center .....	50 S. Anaheim Blvd. .... Anaheim, CA 92805	714-765-4350
Irvine One-Stop Center .....	125 Technology Drive #200 .... Irvine, CA 92618	949-341-8000
Westminster One-Stop Center .....	5405 Garden Grove Blvd. .... Westminster, CA 92863	714-241-4900
Santa Ana W.O.R.K. Center .....	1000 E. Santa Ana Blvd., Ste. 220 .... Santa Ana, CA 92701 (At the train station)	714-565-2610
Orange County Call Center .....	N/A .....	714-736-3000
Orange County Adjudication Center .....	N/A .....	714-687-4400
Santa Ana Disability Insurance .....	P.O. Box 1466 .....	800-480-3287
	Santa Ana, CA 92701	
Employment Tax Audit Area Office .....	2099 So St College Blvd., Ste. 401 .... Anaheim, CA 92816-6014	714-935-2920
EDD Labor Market Information .....	South County .....	949-341-8051
	North County .....	714-687-4816

The relationship between the California Employment Development Department (EDD) and the Employer Advisory Council (EAC) is defined as a partnership. "The partnership's commitment to both the employer and the worker is to improve EDD services, increase cooperation and communication among EDD and the private sector, and to increase employer's knowledge of EDD programs and services."