



The Advisor

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Development Department,
State of California*

CEAC 2009 Legislative Report

by
Bruce Matlock, Esq. • EAC-OC Hotline

This is the first 2009 report on California and Federal legislation court decisions, and administrative actions that may affect employers. Thus far over 2,300 pieces of legislation have been introduced in the California Legislature. This is a list of those I have identified that may affect employers. Please let me know if I missed any. Also included is a discussion of possible changes in Federal law under the Obama administration. If you want information on any of these bills or copies of the bill language, contact me or go to www.leginfo.ca.gov. Please do not rely on this report as legal advice, because it isn't. If you need more detailed information, you should contact your local attorney, or give me a call.

Wage and Hour Issues

AB141, 10 Hour Schedule: Would allow an individual employee to agree to a 10 hour day without overtime. >>> 3



Individual Liability For Wage Violations Expands

by
Michael A. Gregg, Esq., Littler Mendelson

As the California Supreme Court eliminates supervisor liability under the Fair Employment and Housing Act for personnel management decisions, a recent federal court decision moves to expand liability for individuals where the corporate employer fails to pay its employees' wages.

In February, the United States District Court for the Eastern District of California held in *Ontiveros v. Zamora*, 2009 U.S. Dist. LEXIS 13073 (E.D. Cal. Feb. 20, 2009), that California Labor Code section 558 ("Section 558") imposes personal liability for civil penalties on individuals who violate or cause a violation of a variety of Labor Code provisions involving overtime, meal breaks, and the day's rest requirement. This decision should be concerning to employers and managers in light of the potential financial impact of wage and hour lawsuits, where class actions can easily include hundreds of employees going back over a four-year period. Unfortunately, the decision in *Ontiveros* is likely to result in more management-level employees named as defendants in wage and hour suits.



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President's Message . . .

by Stewart Lerner

The early part of 2009 has been an eventful period for employers with multiple challenges in the economy and a number of regulatory changes including updated mandatory posters, new I-9 Forms and, of course, the newly required COBRA notifications to your employees.

Your EAC-OC has been there to help with updates, Alerts, and seminars on crucial current topics. Our March seminar, for example, provided important information on dealing with cutbacks and layoffs to help you weather these tough times and avoid litigation during that process. The high level of audience interest and number of questions, particularly during the COBRA portion of the program, showed the need and value of this information. Our thanks to our program chair, Robert Orozco, for presenting a timely and important program as well as lining up so many programs of interest to our members.

Of course, our EDD Coordinator, Abner Ivora, is at every seminar with the latest in unemployment, disability and job service forms and information to answer your questions and help you in any way that he can.

Meanwhile, our Hotline Consultant, Bruce Matlock, has been fielding a very high volume of calls and emails from members needing assistance in these difficult times. Bruce does a great job, not only for us but on a statewide basis. Jim Hart, our *Advisor* editor, continues to work hard to bring you the most current information possible in our quarterly *Advisor* newsletter.

Finally, if you need assistance outside any of the areas mentioned, please call Barbara in our EAC office. She will touch base with Board members or others who will be able to help you or, at least, point you in the right direction. We greatly appreciate the ongoing support of our members and pledge to assist you in every way possible.

AB227, Labor Commissioner Consulting:

Requires the Labor Commissioner to set up a consulting service similar to CalOsha Consulting. If the employer corrects all deficiencies, there would be no penalties.

AB527, Time Records:

If Labor Commissioner finds that some employer time records are false, all employer records will be considered false.

AB793, Wage Discrimination:

Would require California to conform to new Federal laws on Equal Pay Act violations.

Meal and Rest Period Issues:

The California Supreme Court has agreed to review the Brinker and Brinkly decisions where two Courts of Appeal have ruled that an employer need only “provide an opportunity” for meal and rest periods.

Health Insurance

AB29, Dependent Health Insurance:

Would require Health Insurance coverage for dependent children up to age 27.

AB108, Cancellation of Health Insurance:

Would prohibit a carrier from rescinding coverage if policy has been in effect for more than 18 months.

Discrimination

AB101, Familial Status:

Would add “Familial Status” to categories protected from employment discrimination.

Mandatory Sick Leave

AB1000:

Would require all employers to provide one hour of sick leave for each 30 hours of work. Carry over from 2008 when the bill did not get out of the Legislature.

New Hire Issues

AB390 Marijuana Use:

Employers would not be allowed to deny employment or terminate employees for using medical marijuana. This bill was vetoed by the Governor in 2008.

AB943 Consumer Credit Reports:

Would prohibit the use of consumer credit reports by employers. Similar bill did not pass the Legislature in 2008.

SB1288 E-Verify:

Would prohibit employers from using E-Verify. The Obama administration has indicated that mandatory use of E-Verify will be taken off the table

New I-9's:

Once again the Feds have revised the I-9 form, and the list of permissible documents. Two significant changes are: the addition of the Passport Card as an acceptable document, and the ruling that expired documents may not be used for any purpose including identification. **The implementation of this document has been delayed until 4-3-09.**

Unemployment Insurance

SB1298:

Would increase annual wages subject to UIB taxes from \$7,000 to \$16, 600 and increase tax rates.

Litigation Issues

AB298: Allows immediate appeal of “class” certifications.

AB335:

Would prohibit employers from requiring California employees to agree that any employment disputes must be tried outside of California.

1. Personal Liability Under the Labor Code Prior to *Ontiveros*

There are many Labor Code sections that impose civil monetary penalties. For example, there is a penalty for failing to pay an employee his or her last paycheck within a specified time frame, for failing to allow an employee to inspect his or her employment file, and for failing to provide an employee with a written itemized statement at the time of each wage payment. However, most of these penalties can only be assessed against an employer.

In addition, some penalty provisions provide no private right of action. One such provision is Section 558, which provides that any “employer or other person acting on behalf of an employer who violates, or causes to be violated ... any provision regulating hours and days of work in any order of the Industrial Welfare Commission [IWC] shall be subjected to a civil penalty...” As many of these Labor Code penalties could only be enforced by the California Labor & Workforce Development Agency (LWDA), and given shortage of funds and staffing, some penalty provisions were rarely enforced against employers or individuals.

In 2005, the California Supreme Court pronounced that corporate officers, directors and shareholders cannot be personally liable for the corporation’s unpaid wages even where the plaintiff alleged that the individuals exercised control over the corporation’s employees’ wages, hours, and working conditions. *Reynolds v. Bement*, 36 Cal. 4th 1075, 1082 (2005). The plaintiff in the *Reynolds* case argued that under the Wage Order promulgated by the IWC, the individual defendants were “employers” because the Wage Order defined “employer” as any person who directly or indirectly “exercises control over the wages, hours or working conditions of any person.”

The court in *Reynolds* rejected the plaintiff’s argument and emphasized that the Labor Code provisions at issue failed to define the term “employer.” Given the lack of a clear definition and the Labor Code’s failure to adopt the

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Independent Contractors

AB370:

Increases penalties for unlicensed contractors.

California Family Rights Act

AB849:

Allows CFRA leave for any dependent child, parents-in-laws, grandparents, siblings, grandchildren and domestic partners.

California WARN Act

AB 842:

Increases required notice of layoffs from 60 to 90 days.

WHAT TO LOOK FOR FROM THE OBAMA ADMINISTRATION

Employee Free Choice Act:

Would take away the right of employees and employers from requiring unions to submit to a secret ballot election to determine if employees want to be represented by a union.

FMLA Changes:

Expand FMLA to employers with at least 25 employees.

Required Sick Leave.

Prohibit discrimination based on sexual orientation.

Revise statute of limitations on equal pay claims.



AND DON'T FORGET . . .

Sexual Harassment Prevention Training, for employers with more than 50 employees. If you trained your supervisors in 2007, you may conduct the training at anytime in 2009. New Supervisors must still receive the training during their first six months in a supervisory position.

Although there is some optimism that the end of the recession is in sight, the U.S. unemployment rate jumped once again in March and is likely to keep rising for some time to come. With 663,000 jobs eliminated last month, the unemployment rate rose from 8.1% to 8.5%.

One top economist said that “even once we hit recovery, it usually takes up to five months for the jobless rate to come down again.” In fact, many forecast that the rate will peak at 10% or more. Still, recent increases in manufacturing as well as big jumps in the Dow Jones industrial average give us some cause for optimism.

Let’s leave the economy for now and cover some new developments for employers to deal with in April and in months to come. First, the new Form I-9 — which must be used effective April 3 — is now available online at the ISCIS website. What scares me is that this newest Form shows an expiration date of 6/30/09. Does this mean we will have yet another version of the I-9 to use in just a few months??

For those of you struggling to deal with the new mandatory COBRA subsidy regulations, the good news is that Model Notices have now been issued by the U.S. Department of Labor. However, this is not as simple as it seems since there are four Model Notices provided and the one to be used depends on the circumstances of the person who is receiving the notice. You can get these from the DOL website at www.dol.gov/COBRA or from your benefits administrator if you have one.



Lerner Lines

by
Stewart Lerner
Lerner & Associates

Be aware, however, that for individuals who experienced a qualifying event between September 1, 2008 through February 16, 2009, notices must be provided by APRIL 18, 2009.

There was also breaking news in two other areas that will not be greeted happily by employers. At the federal level, the Equal Employment Opportunity Commission (EEOC) announced that a record number of workers filed federal job discrimination complaints last year. The EEOC said it received more than 95,000 discrimination complaints during the 2008 fiscal year, a 15% increase over the previous year.

Probably fueled by the many layoffs, claims of age discrimination rose by 28.7%. However, allegations of race discrimination remained the most frequently filed complaint with an 11% jump from 2007.

In discussing the significant increases in complaints, the acting chairman said “The EEOC has not seen an increase of this magnitude in charges filed for many years ... it is clear that employment discrimination remains a persistent problem.”

If the economic situation is not already bad enough, California employers may face a double digit hike in the price of their workers’ compensation premiums this summer. After several years of controlled premiums, a 24.4% increase was recommended recently by the board of governors of the state’s Workers’ Compensation Insurance Rating Bureau Actuarial Committee. Whether these recommendations will be followed in an already difficult financial environment is anyone’s guess, but we will probably know in the next few months.

2009 EAC-OC CALENDAR

- **January - New Laws**
- January 22, 2009 General workshop, Craig Scott, Speaker
- **February - Managing Leaves of Absence**
- February 19 & 24, 2009 **Certificate workshop**
- **March – Do's and Don'ts of Layoffs**
- March 19, 2009 General workshop
- **April - Immigration**
- April 16 & 21, 2009 **Certificate workshop**
- **May – OSHA / Workers' Comp**
- May 21, 2009 General Workshop
- **June – ADA— New Generation of Americans – with Disabilities**
- June 18 & 23, 2009 **Certificate Workshop**

No workshops in July . . .

have a great summer!



- **August - Internal Investigations**
- Aug 20, & 25, 2009 **Certificate Workshop**
- **September - Employee A-Z**
- September 17, 2009 General Workshop
- **October - Effective Interview Techniques**
- October 15 & 20, 2009 **Certificate Program**
- **November 19 – Ask the Experts & Member Appreciation Breakfast**

Questions? Please call the EAC 714-890-0008 or email info@eacorangepcounty.com



These programs have been approved for 2.75 recertification credit hours through the HR Certification Institute. For more information about certification or recertification, please visit the HR Certification Institute home page at www.hrci.org. The use of this seal is not an endorsement by HRCI of the quality of the program. It means that this program has met HRCI's criteria to be pre-approved for recertification credit.

E-Z FORM

2009 Discounted Workshops

(Deadline for discount June 15, 2009)

General Workshops

5 Per Year • 1 Location per Workshop

The General Workshops are open to all members, nonmembers and guests. They are normally held on the third Thursday of each **ODD** month at the Hyatt Regency, 11999 Harbor Blvd, Garden Grove, CA. The only exceptions are July and December, when no workshops are held. Reservations can be made in advance, at a discounted rate, or for each specific workshop individually.



Certificate Workshops

5 Per Year • 2 Locations per Workshop

The Certificate Workshops are open to all members, nonmembers and guests. They are held on the third Thursday of each **EVEN** month at the Hyatt Regency, 11999 Harbor Blvd, Garden Grove, CA AND on the fourth Tuesday of each **EVEN** month at the Holiday Inn, 25205 La Paz Road, Laguna Hills, CA. Signup for the Certificate Workshops will be from November 2008 through February 2009. To receive certification you must pre-register and attend four out of the five workshops scheduled.



These programs have been approved for 2.75 recertification credit hours through the HR Certification Institute. For more information about certification or recertification, please visit the HR Certification Institute home page at www.hrci.org. The use of this seal is not an endorsement by HRCI of the quality of the program. It means that this program has met HRCI's criteria to be pre-approved for recertification credit.

Last Chance to **SAVE up to \$50.00** by prepaying for Workshops!

- Location:** Please check date and location on page 8.
Times: 7:15 to 8:00 am: check-in and breakfast • 8:00 to 11:30 am: Workshop with a 15-minute break
Costs: Five (5) OR MORE WORKSHOPS PRE-PAID for members, \$55 per workshop per person (Regular \$65); for non-members \$75 per workshop per person (Regular \$85)

Registrant Name _____

Company _____

Contact Phone _____ **Contact Email** _____

Pay by Check: EAC-OC, 16033 Bolsa Chica Rd. #104-615, Huntington Beach, CA 92649

Pay by FAX: 714-890-5865

Pay by Email: info@eacorangepcounty.com

Credit Card Information: _____

Name on Card _____ Authorized Signature _____

Credit Card # _____ Exp _____ / _____ Security # _____

Billing Zip Code _____

Deadline to register with discount is JUNE 15, 2009.

***Last Chance !!
SIGN UP for the Remaining FIVE WORKSHOPS***

Please check date and location for the WORKSHOPS you will be attending and send this page in with the Registration Form.

COMPANY NAME _____

YOUR NAME _____

May – OSHA / Workers' Comp

May 21, 2009 General Workshop – Garden Grove, Hyatt Regency

June – ADA— New Generation of Americans with Disabilities **Certificate Workshop 3**

June 18, 2009 – Garden Grove, Hyatt Regency

June 23, 2009 – Laguna Hills, The Holiday Inn

No workshops in July . . .



have a great summer!

August - Internal Investigations **Certificate Workshop 4**

Aug 20, 2009 – Garden Grove, Hyatt Regency

Aug 25, 2009 – Laguna Hills, The Holiday Inn

September - Employee A-Z

September 17, 2009 General Workshop – Garden Grove, Hyatt Regency

October - Effective Interview Techniques **Certificate Program 5**

Oct 15, 2009 – Garden Grove, Hyatt Regency

Oct 20, 2009 – Laguna Hills, The Holiday Inn

November 19 – Ask the Experts & Member Appreciation Breakfast

Nov 29, 2009 – Garden Grove, Hyatt Regency

***Questions? Please call Barbara Bivens at the EAC office
at 714-890-0008***

or email info@eacorangelcounty.com

definition contained in the Wage Order expressly, the court noted that the statute did not express a clear and unequivocal intent to depart from common law. Under common law, corporate agents acting within the scope of their agency are not personally liable for the corporation's failure to pay its employees' wages.

While some civil penalties could only be enforced by the LWDA, limiting their enforceability, all this changed in 2004 with the enactment of the Private Attorneys General Act (PAGA). PAGA permits an "aggrieved employee" to bring a civil action to recover penalties that would otherwise have been brought by the LWDA. In fact, PAGA allows a plaintiff to recover attorney's fees, which can easily exceed the amount of the penalties themselves.

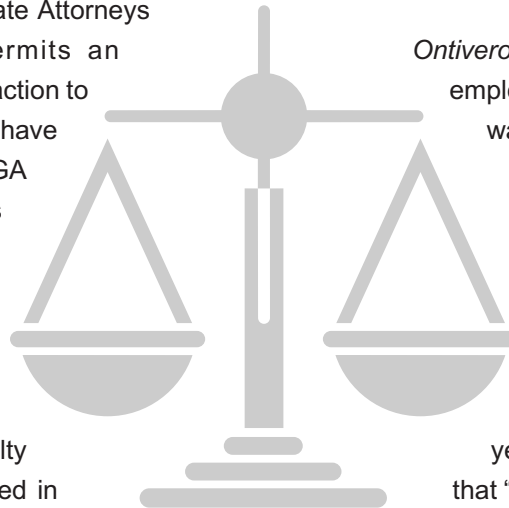
Section 558 is different from other penalty provisions contained in the Labor Code in that it imposes a penalty for violation of any provision contained in Labor Code sections 500-558 or any provision regulating hours and days of work in any order of the IWC. With the enactment of PAGA, private parties can now initiate legal action to recover civil penalties that previously only the LWDA could collect. However, it is not clear from the language in Section 558 whether non employer individuals can be held liable.

2. *Ontiveros* Alters the Legal Landscape for Personal Liability

Ontiveros addressed whether Section 558 imposes liability on individuals. In this case, the plaintiff sued the corporate employer as well as the owner of the corporation for a number of wage and hour violations. In addition to claims for unpaid wages, the employee also sought penalties against the corporation and the individual defendant under PAGA. The court in *Ontiveros* held that the claims against the individual defendant could not be dismissed because, among other reasons, Section 558 allows for individual liability. In reaching this conclusion, the court in *Ontiveros*

relied on a passing reference in the *Reynolds* case that Section 558 may provide for individual liability. However, the issue presented in *Reynolds* was whether corporate officers, directors or shareholders were personally liable for the corporation's unpaid overtime wages and not whether individuals were personally liable for penalties under Section 558.

3. *Ontiveros*' Impact



Ontiveros may lead to more management-level employees being named as defendants in wage and hour claims. However, it is not entirely clear that California state courts will adopt *Ontiveros*' result. For example, other Labor Code provisions that hold employees liable for penalties expressly say so. More specifically, Labor Code section 1197.1 was enacted in 1983, about 16 years before Section 558, and provided that "[a]ny employer or other person acting either individually or as an officer, agent, or employee of another person, who pays or causes to be paid to any employee a wage less than the minimum fixed by an order of the commission shall be subject to a civil penalty..." (emphasis added). While other code sections specifically indicate whether individuals are liable for civil penalties, Section 558 does not and "[i]t is assumed that the Legislature has in mind existing laws when it passes a statute." *Estate of McDill*, 14 Cal. 3d 831, 837 (1975).

While it is not clear how California courts will interpret Section 558, employers are best served by implementing practices that provide employees with a means to address and correct any wage and hour concern quickly.

Michael A. Gregg is a shareholder in Littler Mendelson's Orange County, CA office, where he practices labor and employment law exclusively.

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Stimulus Package: An In-Depth Look at the New COBRA Subsidy in the ARRA

by

Seven J. Friedman, Susan K. Hoffman, and J. René Toadvine, Esq., Littler Mendelson

The American Recovery and Reinvestment Act of 2009 (ARRA or “the Act”), the stimulus legislation signed on February 17, 2009, by President Obama, contains sweeping revisions to the group health plan continuation coverage provisions contained in the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). The new provisions impose additional burdens and hidden costs on the vast majority of employersponsors of group health plans. For information regarding the other employment-related provisions of the stimulus bill see Littler’s ASAP, *Besides COBRA: What Does the Stimulus Package Have for Employers*.

The key concept contained in the new COBRA provisions involves the creation of a new “qualifying event” that provides a 65% COBRA premium subsidy for eligible, involuntarily terminated employees (and their covered dependents). The subsidy is effective on and after the date of enactment (February 17 or for “monthly period of coverage” plans, March 1, 2009). The Act requires the employer to “front” the subsidy by collecting only 35% of the applicable COBRA premium. The employer is then reimbursed from the employer’s quarterly federal payroll tax transmittals for the 65% COBRA premium subsidy (or with a direct payment, if payroll tax transmittals are insufficient). It is unclear how the subsidy will work when employers are already subsidizing COBRA premiums. Further guidance on the actual application of the subsidy will need to be provided.

Under the Act, the employer may elect to make available to these subsidy-eligible employees any other broad-based medical coverage option that is also offered to active employees that has the same or a lower premium than the option in which the employee was enrolled prior to termination. The subsidy ends for any covered individual no later than the earlier of nine months after the first day of the first month the subsidy coverage begins or on the date COBRA would otherwise expire. However, the subsidy will end earlier for a covered individual if he or she becomes eligible for coverage:

(1) under another group health plan (other than coverage consisting of only dental, vision, counseling or referral services, or a combination thereof, or coverage under a

health flexible spending account or a health reimbursement arrangement); or (2) under Medicare or Medicaid. The subsidy does not apply to health care flexible spending accounts.

Subsidy Eligible Individuals Under the Act

A subsidy-eligible employee must otherwise be eligible for COBRA coverage (which means that the “gross misconduct” exclusion will still apply), and must have been involuntarily terminated on or after September 1, 2008, but on or before December 31, 2009 (and become eligible for COBRA coverage during that period). If the election period had already expired on the Act’s effective date, the employer is required to provide a COBRA notice and a new 60-day election period to any subsidy-eligible former employee who did not elect COBRA. The effective date of such coverage would be the enactment date of the new law (February 17). However, for purposes of determining the maximum COBRA period, the COBRA “qualifying event” is the date coverage is lost on account of the employee’s termination of employment.

The period of noncoverage may not be counted toward any pre-existing condition exclusion. The “retroactive” COBRA notice must be provided within 60 days after enactment of the new law. Any denial of eligibility (such as a gross misconduct determination) will be subject to expedited review under the auspices of the Department of Labor (DOL).

Refunds for Subsidy-Eligible Individuals Who Paid Full Premiums

Any subsidy-eligible former employee who is paying full COBRA premiums when the law is enacted also will be entitled to the subsidy commencing as of the date of enactment (or for “monthly period of coverage” plans, March 1, 2009). The employer will be required to refund the excess (retroactive to the enactment date) or provide a credit in future premium payments for the employer-maintained overpayment (to be made up within six months). Of course, the employer will be entitled to recoup these amounts from quarterly payroll tax transmissions.

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Income Limitations on Subsidy Recipients

Although the subsidy is available to all assistance-eligible individuals, up to 100% of the subsidy will be assessed as an additional income tax for those classified as “high income individuals.” For these individuals, the subsidy becomes assessed as an additional tax on a sliding scale. For single filers, the phase-in starts at a modified adjusted gross income (AGI) of \$125,000 with full 100% tax assessment for those earning at least \$145,000, and, for joint filers, the phase-in starts at a modified AGI of \$250,000, with full 100% tax assessment for those earning at least \$290,000. A “high income individual” may waive the subsidy by notifying his or her employer and paying the full COBRA premium, thereby avoiding having to report the subsidy and paying the subsidy back in the form of income tax on his or her annual income tax return.

Employer Notice Requirements

The Act requires employers to amend COBRA notices to inform all individuals who become eligible for COBRA between September 1, 2008 and December 31, 2009, of the following:

1. A description of the eligibility rules for the 65% subsidy;
2. An eligible individual’s ability to make a COBRA election even if COBRA was initially declined;
3. The option to elect other same premium or lower-premium coverage if available;
4. How the subsidy may be elected; and
5. An explanation of an individual’s obligation to notify the plan of eligibility for other group plan coverage.

This notice may either be incorporated into other COBRA materials explaining election rights or be sent with other COBRA materials as a separate notice.

The notice requirement becomes effective April 18, 2009, and the DOL has been directed to issue a model notice for employer use by March 19, 2009.

Effective Dates

The ARRA became effective February 17, 2009, and, technically, COBRA provisions must be immediately revised to reflect the subsidy. However, the ARRA contains a grace period of two full COBRA billing periods subsequent to the Act’s effective date within which to commence the subsidy, provided appropriate premium credits (or refunds) are provided in subsequent periods.

Impact on Employers

While the reimbursement of the subsidy appears to make

these provisions cost-neutral to the employer, it, in fact, does not. In general, COBRA beneficiaries have significantly worse experience than active employees as a group – primarily because of the cost of COBRA coverage, but also because former employees with high medical expenses may be less likely to obtain other coverage as quickly as healthier (often younger) former employees. While the subsidized coverage may be more attractive to those former employees with less expectation of high medical expenses, the fact remains that laid-off employees have limited resources and purchasing medical care may be of lower priority to those with less claims experience, even at subsidized rates. In addition, the retroactive election period (of at least 60 days) afforded to those who were laid off on or after September 1, 2008, and who did not originally elect COBRA, is likely to lead to elections of coverage by those who did not expect high medical bills when they were laid off but who have developed serious medical conditions in the interim. Thus, we expect that the pattern of higher-than-average COBRA experience will continue.

What Should Employers Do Now to Comply with the COBRA provisions?

Employers should take steps to ensure timely compliance with the provisions of the ARRA. First, individuals should be identified who are eligible for the subsidy (*i.e.*, those who were involuntarily terminated beginning September 1, 2008). Second, if an employer maintains another same-cost or lower-cost plan, the employer should determine if it will offer eligible individuals the choice of that plan (or plans) or the coverage normally made available to COBRA-eligible individuals. Third, the employer must also decide how affected individuals will be notified of this new law, particularly whether a notice will be provided imminently or whether the employer will wait to provide the notice after the DOL issues a “model notice.” Finally, the employer’s payroll processes must be reviewed and changed to meet the requirements of the new law.

Steven J. Friedman is Chair of Littler Mendelson’s Benefits Practice Group and a Shareholder in the New York office. Susan K. Hoffman is a Shareholder in Littler Mendelson’s Philadelphia office. J. René Toadvine is a Shareholder in Littler Mendelson’s Charlotte office.

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2009 Civil Service Job Fair

The Anaheim Workforce Service office veterans' staff, in conjunction with Anaheim Workforce Center, partnered to produce an extremely successful job fair on January 14th. The event was held at the Anaheim Downtown Community Center for a period of three hours. This was the third year of the event and each year's attendance has exceeded the previous years.

There were 1059 job seekers in attendance, with 247 veterans. Veterans were given priority in service by having a "veterans only" registration desk.

The job fair consisted of 20 city, county, state and federal agencies. Some of the attending agencies included the Border Patrol, Federal Bureau of Investigation, Long Beach VA Hospital, EDD Human Resources, Social Security Administration, U.S. Census and State Department of Rehabilitation to name a few. All of the agencies had information about jobs they had to offer and how to apply.

The Civil Service Job Fair has been established as an annual event for January, and is an excellent example of a successful partnership.



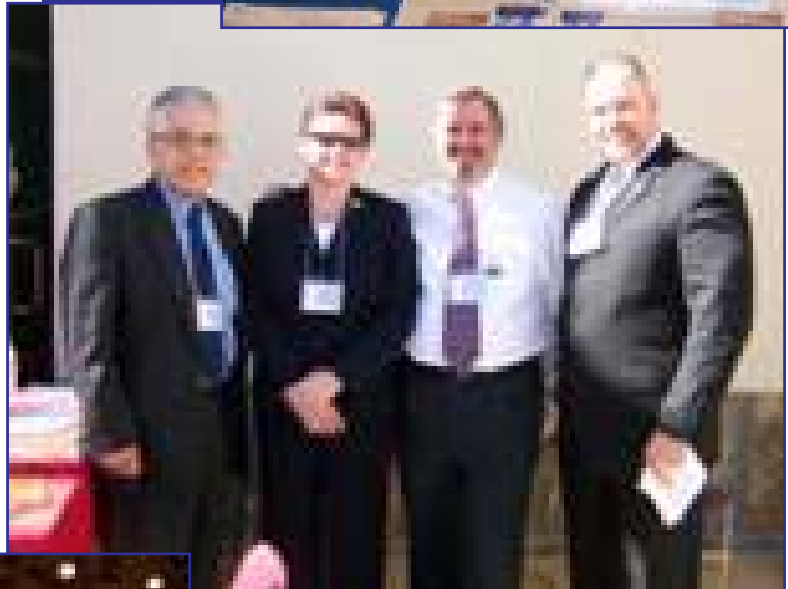
Job seeker entry was detained eight times to prevent overcrowding during the three-hour event.



Two entry lines were created, one for "Veterans Only," and one for other job seekers. This gave Veterans a priority in service at the fair.



Many employers ran out of materials after the first few hours of the event.



EDD staff worked deiligently to make this event a success.

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

OFFICE	ADDRESS	PHONE
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
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."