



The Advisor

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*A Publication of the
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with the Employment
Development Department,
State of California*

Final EAC-OC Employment Law Report - 2007

by

Bruce Matlock, Esq. • EAC-OC Hotline

There have been few legislative changes in 2007, but many administrative and court decisions that will have a significant impact on employers. I have listed those below, with a final listing of bills vetoed by the Governor.

Nothing contained in this report should be considered legal advice, because it isn't. If you want more detailed information please contact your attorney or me.

New Legislation Effective 1/1/08 or Sooner:

The 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 vetoed bills are listed at the end of this report.

The Governor did not give a reason for most vetoes. Many of the vetoed bills will likely be introduced next year.

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From Our Newest EAC-OC Board Member:

Jim Hart, Esq.

I am pleased and privileged to be a new member of the Employer Advisory Council's Board of Directors and to now be assisting in the production of *The Advisor*. As the newest member I wanted to take this opportunity to introduce myself.

I am an attorney and partner with Littler Mendelson, a nation-wide firm that exclusively represents employers in employment-related matters. I am a founding member of the Orange County Office of Littler Mendelson. I currently represent and counsel public and private sector employers in a wide range of employment and labor matters and across diverse industries.

Having received my undergraduate degrees from UCI, I have now come full circle by returning to Orange County. I started my career at Littler in its Los Angeles office, where I worked for four years. Before that time, I practiced criminal law as a Deputy Attorney General in the California Attorney General's Office, where I prosecuted felonies and misdemeanors and defended criminal convictions on appeal and in habeas corpus proceedings.

The most rewarding aspect of my job is identifying and correcting potential problems for my clients before they become actual problems. I hope that this coming year's *Advisor* will serve that same purpose for you and will assist you in identifying problems before they materialize. To make the publication as helpful and relevant as possible, I encourage you to suggest topics of interest to you for upcoming editions. Please feel free to email your suggestions to me at jhart@littler.com.



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President's Message . . .

by Stewart Lerner

Happy New Year and welcome to 2008. The upcoming year should be both exciting and challenging with elections on the horizon, our state in financial difficulties, and the possibility of a recession in our future. Your EAC-OC is once again ready to serve you with a variety of programs and updates on issues crucial to employers.

Unfortunately, one pattern that I have noted in the past is that when economic times get tougher and unemployment rises, so does the number of lawsuits and other actions filed against employers. We will continue to focus on and provide you with the types of information that will help to protect you from such attacks.

Once again, our program chair, Robert Orozco, and our Board have worked diligently to put together a varied and exciting Prepaid Program that we feel is one of the best values in the seminar industry. Please see Robert's article and other information later in this edition for more details on the Prepaid Program.

We look forward to working closely with our EDD partners and with our EDD coordinator, Abner Ivora, who brings the latest EDD information to our programs and is always available to answer your questions.

Over the last six months, I hope that most of you have had the opportunity to meet our new EAC administrator, Barbara Bivens. Barbara has a great personality and is very dedicated to serving our membership. Come say "Hi" to her at one of our meetings or call her in the EAC office at any time.

So, as we begin 2008, I want to once again thank all our loyal members for their ongoing support for our organization. One of my privileges is to meet so many of you at our programs throughout the year. Please feel free to touch base with me anytime and let me know how you feel things are going. I will see you at our January program and throughout the year.

English Only Rules in The Workplace

by
Jim Hart

of Littler Mendelson, P.C

While the California Constitution enshrines English as the state's official language, employers should not take this as license to institute an "English only" rule. Both federal and state statutes limit the ability of employers to impose such rules.

California law specifically addresses language specific rules in the workplace and prohibits an employer from adopting specific language requirements in any workplace unless:

- **Business Necessity** - There is a legitimate overriding business necessity in terms of the safe and efficient operation of the business to speak only English; and
- **Notice** - The employer has notified its employees of the circumstances and the time when the language restriction is required to be observed and of the consequences for violating the language restriction.

Federal law provides similar protections. The Equal Employment Opportunity Act and Title VII broadly prohibit discrimination on the basis of national origin or nationality. While these federal laws do not explicitly discuss English only rules, federal cases have been brought on the basis that the English only rules have a disparate impact on a particular class of workers. In addition, the Equal Employment Opportunity Commission in interpreting Title VII has made several important findings:

- The primary language of an individual is often an essential national origin characteristic, particularly where the employee is not bilingual and their language is immutable; and
- A rule requiring English only *at all times* is presumed discriminatory because it may disadvantage employment opportunities or create an atmosphere of inferiority, isolation and intimidation based on national origin.

Because some federal courts have applied a presumption of discrimination when the policy is in place at all times, an employer should implement blanket English only rules only in extreme circumstances. In addition, if an employer deems it necessary to impose language rules, the employer should make the language rule as narrowly tailored as possible.

Employers who impose language restrictions should expect second-guessing about whether the requirements can be more narrowly tailored and whether they actually

serve a "business necessity." A business necessity generally requires that the rule be imposed to ensure the safe and efficient operation of the business. Business necessity is most easily satisfied when it serves to prevent serious health risks, such as miscommunications that can lead to physical injury. Otherwise, whether the requirement is a true business necessity will depend on the specific facts of a case. The following are some examples of circumstances where courts have approved English only rules:

- policies allowed when they were intended to ease office tensions;
- policies permitted in the call center for taxi service to ensure accurate communication with customers and employees about pick up points; and
- language requirements for on-air personality in a radio station permitted to further business marketing efforts.

Therefore, if an employer would like to require that employees speak English in front of customers, for example, the employer should first consider whether the proposed rule serves some business necessity. Has non-English in the work place actually led to delays in business, inaccurate orders, complaints from customers or other employees? And even so, can a more limited language rule accomplish the same goal? If such questions cannot be answered satisfactorily, then the prospects for future suits will increase.

If you want information on any of these bills or copies of the bill language, go to www.leginfo.ca.gov.

BILLS SIGNED:

Time off for spouses of military personnel on leave, AB 392.

This law became effective October 9, 2007. It requires 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. Qualified workers include those who average 20 hours a week. The worker must give 2 days notice and may be required to give written documentation of the leave. While the law only requires leaves for spouses, due to California laws on the rights of domestic partners, employers may want to grant leave for that relationship also.

Failure To Provide Workers' Compensation Insurance, SB869.

Requires EDD to give information to the Workers Compensation Insurance Rating Bureau on all California employers. 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 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. In addition, several other wage provisions are affected by this law including: split shift premiums; overtime exemption for employees who make more than one and one-half (1-1/2) minimum wage, when more than 50% of their compensation is commissions; and requiring certain employees to provide their own hand tools.

Minimum Pay for Highly Compensated Computer Professionals, SB929.

Under current law, certain computer software professionals are exempt from certain 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 DFEH.

Implantation of ID Badges, SB362: This bill prohibits employers from requiring employees to have radio-frequency ID devices implanted under their skin.

Earned Income Tax Credit, AB650: This bill requires all employers to provide information on the Federal Earned Income Tax Credit to employees with their W-4 forms. Employers should make sure that their payroll providers comply with the law. A copy of that bill is attached.

Social Security Numbers, Labor Code 226 (a): A bill passed in 2005, SB101, requires that effective 1/1/08, employers may only use the last 4 social security numbers on paycheck stubs and other records.

COURT AND ADMINISTRATIVE RULINGS

Mileage: Effective 1/1/08, the Internal Revenue Service has increased the maximum business mileage deduction to 50.5 cents a mile from the current 48.5 cents a mile. California takes the position that paying that amount is presumed to fully reimburse the employee for business use of a personal vehicle.

However in a recent case, the California Supreme Court ruled that an employer might pay increased compensation or higher commissions to compensate an employee for business expenses. In a case involving Harte-Hanks Shoppers, Inc., the court allowed the payment of higher commissions to outside sales personnel, instead of actual mileage reimbursement. The court also stated that the burden is still on employers to demonstrate that the higher compensation did in fact, accomplish it's purpose, and, an employee could still argue they were entitled to more reimbursement. It is recommended that you check with your counsel before changing from a strict mileage

Lerner Lines

by

Stewart Lerner

Lerner & Associates

Hopes that the economy could shake off the sub-prime mortgage issues and avoid recession grew fainter last week when the Labor Department issued its latest report. Data showed that U.S. employers added only 18,000 new jobs in December. This is the smallest number of new jobs in more than four years. Not surprisingly, the unemployment rate rose as well, jumping to a two-year high of 5.0%.

Given the negative report, a number of analysts raised their odds of the country slipping into a recession. Economists generally define a recession as a significant, broad-based decline in economic activity, usually lasting more than six months.

There were also two December decisions announced that will impact future wages and/or benefits. First, the California Appeals Court upheld a controversial law that required hotels near Los Angeles International Airport to pay a so-called "living wage" to their employees. This ruling means that the employers must provide salary and benefits equal to \$10.64 to their workers.

Secondly, the U.S. Equal Employment Opportunity Commission ruled that employers could cut benefits for retirees who turned 65 and became eligible for Medicare without violating age discrimination laws. Not surprisingly, the AARP, which represents millions of Americans over age 50, reacted strongly, saying "It is a wrongheaded move to legalize discrimination, allowing employers to back off their healthcare commitments based on nothing more than age. This merely passes the buck to those who can little afford it." In defense of the decision, Commission chairwoman Naomi Earp said that "By this action, the EEOC seeks to preserve and protect employer-provided retiree health benefits, which are increasingly less available and less generous. A two-tiered system will help forestall across-the-board reductions."

Meanwhile, Governor Schwarzenegger and Assembly Speaker Nunez moved forward with their plan to expand health coverage. Last week, they formally filed an initiative

that would finance their plan for a \$14.4 billion expansion of health care to most Californians. This would be accomplished, in part, by almost doubling the state tax on cigarettes to \$1.75 per pack. The plan, which also needs approval from the state Senate, would provide medical coverage starting in 2010 to 3.6 million people in California, including 800,000 children who do not have insurance now.

Other revenue sources include a fee on employers ranging from 1% to 6.5% of their payroll, depending on their size. The money would go into a new California Health Care Trust Fund to help those who cannot afford to buy insurance. Companies that spend the required amount on healthcare would be eligible to receive credit on their taxes for the fees they pay to the state.

The submission of the initiative sets the stage for what is expected to be a costly and contentious battle pitting the two state leaders against some powerful opponents, including state business groups, the tobacco industry, drug companies and Blue Cross, California's largest insurer.

Two lawsuits of note also made the news. While denying wrongdoing, Target Corp., the second largest U.S. discount chain, agreed to pay as much as \$10 million to resolve claims by employees in California that they were not paid for earned vacation days. The settlement resolves a class action suit claiming that Target required workers to forfeit earned vacation pay and did not pay fired workers a pro-rated share of their earned vacation time. Up to 270,000 current and former workers may share in the settlement funds.

In the Los Angeles area, a jury awarded \$1.17 million to an African American former Pasadena firefighter who said he was forced to retire after complaining for five years about harassing racial behavior from other firefighters. Actions against him included leaving blood, urine and feces in his bedding and scrawling a swastika on his equipment. He said he filed numerous complaints to his supervisors, but instead of getting better, things got worse.

Certificate Program for 2008

by
Robert Orozco, Program Chair

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 below. 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.

"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."



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.

reimbursement plan to a higher compensation plan.

Meals and Rest Periods

Penalties

In one of the most significant decisions of the year, the California Supreme Court ruled that the one-hour penalty for missed meal and rest periods is wages, and has a statute of limitations of three years, instead of one year. In addition an employer may file a suit under the Business and Professions Code, and seek four years of restitution.

Missed Rest Periods: California continues to take the position that as long as an employee is authorized and permitted to take a rest period approximately in the middle of each four hours of work, the employer need not force the employee to take the rest period.

Missed Meal Periods: Employers must continue to enforce the meal period. Employees may only waive the meal period under very limited circumstances.

Immigration Enforcement

New I-9 Forms: The Federal Government has issued new I-9 forms and instructions, which are attached. The new forms should be used immediately.

Social Security No-Match Letters: A Federal Court has issued an injunction against Immigration and Customs Enforcement and the Social Security Administration to prevent implementation of a new rule requiring employers who receive a “no-match” letter from Social Security to begin steps to either verify legal employment status, or terminate the employee. This injunction does not allow employers to stop using I-9 forms, or accepting Social Security Cards as proof of employment eligibility. Employers who do receive a “no-match” letter should contact their attorney for advice before terminating an employee.

Pending California Supreme Court Decisions

Medical Marijuana: The Court will hear arguments as to whether employers must “reasonably accommodate” an employee with a medical marijuana prescription.

Employee Surveillance:

May an employer use hidden surveillance cameras in the work place, without the knowledge of the employees?

Administrative Exemption:

The Court will rule on a Court of Appeals decision that narrowly defines the administrative exemption. If affirmed, the decision will impact the ability of California employers to classify employees as exempt under the administrative exemption.

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 worker’s 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 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, except where the work process generates heat, such as in a steel mill.

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 the 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 “grandparents, grandchildren, 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.

USERRA - Veterans Reemployment Rights

By Nancy P. Isé

(ADVET) (U.S. Department of Labor) Veterans' Employment & Training Service

On October 13, 1994, President Clinton signed into law the **Uniformed Services Employment and Reemployment Rights Act (USERRA) [Title 38, U.S.C. Ch 43]**. This was a complete rewrite of the Veterans' Reemployment Rights (VRR) statute. USERRA applies to all employers: both public (federal, state, & local) and private. There is no "small company" exception.

USERRA authorized the Secretary of Labor to prescribe rules implementing the law as it applies to States, local governments, and private employers. The Veterans' Employment and Training Service (VETS) proposed rules under that authority in order to provide guidance to employers and employees concerning their rights and obligations under USERRA. This rule [**20 CFR Part 1002**] became effective January 18, 2006.

Congress' intent and purpose of USERRA was to: (1) encourage noncareer service in the uniformed services by eliminating or minimizing the disadvantages to civilian careers and employment that can result from such service; (2) to minimize disruption to persons performing service in the uniformed services as well as to their employers, their fellow employees, and their communities, by providing for their prompt reemployment; and (3) to prohibit discrimination against such persons because of service in the uniformed services. [§4301]

USERRA applies to voluntary and involuntary service in time of peace or of war. Reemployment protection does not depend on the timing, frequency, duration, or nature of an individual's service as long as the basic eligibility criteria are met. Temporary positions are also covered if there was a "reasonable expectation that employment would continue indefinitely or for a significant period." The burden is on the employer to prove that the job was not permanent.

To be covered under USERRA, [1] The employee must give prior notice of military service to the civilian employer unless "military necessity" precludes notice (for example: The fact of deployment is classified/mobilization on short notice). Notice does not have to be written and may be given by the military member or by a responsible officer

from the service member's unit. [2] Military service cannot exceed five years. However, NG/Reserve Drills/ training; Active Duty for Training/Service in war or national emergency do not count toward the five year calculation. [3] The employee's service must have been under "honorable conditions." And, [4] Employee must report back or apply for reemployment in a timely manner [time for reporting back depends on how long member was gone for military duty].

USERRA also covers health and pension plan. For military service of more than 30 days, the employee may elect to continue employer sponsored health care for up to 24 months; however, they may be required to pay *up to* 102 percent of the full premium. For military service of less than 31 days, health care coverage is provided as if the service member had remained employed. USERRA clarifies pension plan coverage by making explicit that all pension plans are protected.

USERRA prohibits an employer from engaging in acts of discrimination against past and present members of the uniformed services, as well as applicants to the uniformed services. [§4311(a)]. Anti-discrimination prohibition applies to both employers and potential employers.

USERRA provides that returning service-members are reemployed in the job that they would have attained had they not been absent for military service (the long-standing "escalator" principle), with the same seniority, status and pay, as well as other rights and benefits determined by seniority. Disabled veterans are also protected. Employers have to make reasonable efforts to accommodate the disability. Service members convalescing from injuries received during service or training may have up to two years from the date of completion of service to return to their jobs or apply for reemployment.

Employers cannot require someone to use vacation time/ pay for military duty. Employers may not take adverse action against anyone (not just the military employee) because that person takes action to enforce rights under USERRA or testifies or assists in a USERRA action or investigation.

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A person alleging discrimination under USERRA must first establish that his or her protected activities or status as a past, present or future service member was a motivating factor (does not have to be the sole motivating factor), in any adverse employment action. Once a prima facie case is established, the burden of proof shifts to the employer to show that the action would have been taken even without the protected activity.

The Department of Labor, through the Veterans' Employment and Training Service (VETS) provides assistance to all persons having claims under USERRA, including Federal and Postal Service employees.

If resolution is unsuccessful following an investigation, the service member may have his or her claim referred to the Department of Justice for consideration of

representation in the appropriate District Court, at no cost to the claimant. Federal and Postal Service employees may have their claims referred to the Office of Special Counsel for consideration of representation before the Merit Systems Protection Board (MSPB).

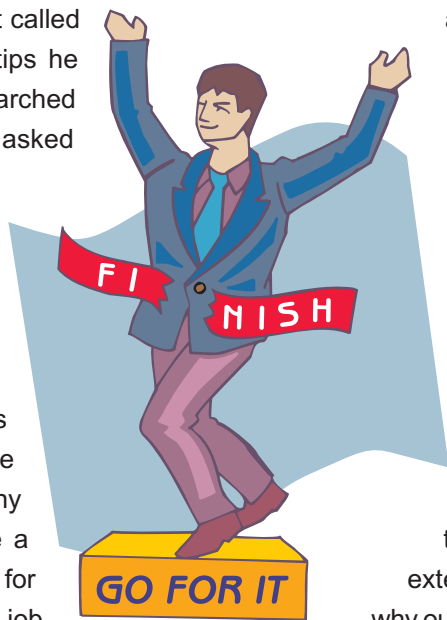
If violations under USERRA are shown to be willful, the court may award liquidated damages. Individuals who pursue their own claims in court or before the MSPB may be awarded reasonable attorney and expert witness fees if they prevail.

We suggest that you visit our *USERRA elaws Advisor* [<http://www.dol.gov/elaws/userra.htm>] and for Final Rules and *USERRA Resource Guide*. [<http://www.dol.gov/vets/programs/userra/main.htm>]



EDD Success Stories

On Friday, November 2, 2007, Marco attended an 'Identifying Your Transferable Skills' workshop. When the workshop was over, Marco felt inspired and motivated enough to apply for a job he had never imagined applying for. Since he had the skills to do the job he did not let the few requirements he did not have stop him from applying. Once he got called for the interview, he took the tips he learned in the workshop and searched online for the most frequently asked interviewing questions. By the time he arrived to the interview he was filled with confidence and motivation. He remembered, and put to practice, one of the main points of the workshop: he expressed how his skills will be a huge benefit to the company, and he also used many examples to prove it. To make a long story short, he got an offer for the position and began his new job on November 12, 2007.



Recently Dan Sanchez, a Veterans Workforce Specialist, and Judy Hagen, a Marketing Representative, had the opportunity to attend an Open House luncheon and plant tour of an industrial construction company that builds large stainless storage tanks.

The purpose was to allow the company to get acquainted with local job placement centers and available resources to get assistance with placement of qualified candidates as they continue to grow.

After the tour, EDD staff took the opportunity to network with the recruiter to discuss marketing services and the professional program, Experience Unlimited, and how they could work together to build a relationship for the company's purposes.

Later on, the company recruiter came to the Anaheim EDD office to interview prospective employees. His reaction: "I am very pleased with the candidates I have talked to today and I plan to extend offers to two of them. I just don't understand why our company has not used EDD as a resource before this time. This is a great resource for us!"

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
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 Santa Ana, CA 92701	800-480-3287
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 North County	949-341-8051 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."