

PUBLICATION UPDATE

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California Employment Law

Publication 282

Release 68

November 2023

HIGHLIGHTS

This release has been updated to reflect the latest developments in California employment law including numerous decisions on wage and hours laws; determining compensable hours and proper payment amounts; and equal employment opportunity laws.

The Fast Food Accountability and Standards Recovery Act or FAST Recovery Act requires the Fast Food Council to promulgate minimum fast food restaurant employment standards, including standards on wages, working conditions, and training, and to issue, amend, and repeal any other rules and regulations. The council's purposes are to establish sector wide minimum standards on wages, working hours, and other working conditions adequate to ensure and maintain the health, safety, and welfare of, and to supply the necessary cost of proper

living to, fast food restaurant workers and to ensure and effect interagency coordination and prompt agency responses regarding issues affecting the health, safety, and employment of fast food restaurant workers. Lab. Code § 1471. **See Ch.1, Overview of Wage and Hour Law, § 1.04[1][k].**

The Garment Worker Protection Act addresses the proper payment of employees in the garment industry as well as the responsibility for parties contracting to have garment operations performed. The Act is designed to prevent wage theft against garment workers by clarifying ambiguities in the original language. Persons who contracted to have garments manufactured are liable as guarantors for the unpaid wages and overtime of the workers making their garments. A person contracting to have garments made is liable for the full amount of unpaid minimum, regular, overtime, and other premium wages, as well as reimbursement for expenses owed to

the workers who manufacture those garments regardless of how many layers of contracting that person may use. Lab. Code § 2670. **See Ch. 1, Overview of Wage and Hour Law, § 1.04[1][1].**

A security officer who is registered pursuant to the Private Security Services Act and who is employed by a private patrol operator registered may be required to remain on the premises during rest periods and to remain on call and carry and monitor a communication device during rest periods. This exemption to the Wage Order rules is repealed effective January 1, 2027. Lab. Code § 226.7. **See Ch. 2, Applicability of Rules Governing Hours Worked, § 2.09[1].**

In 2022, the California Legislature submitted a measure known as the Living Wage Act of 2022 for voter approval in 2024. If approved, the Living Wage Act of 2022 will increase the California minimum wage to \$18 per hour by 2025 with subsequent adjustments based on cost of living. Lab. Code § 1182.12. The Act was eligible for ballot as of July 7, 2022. 2024 Bill Text CA V. 2. **See Ch. 3, Determining Compensable Hours and Proper Payment Amount, 3.04[2][a].**

Beginning November 2022, if the employer has not previously advanced transportation and subsistence costs to the worker or otherwise provided transportation or subsistence directly to the worker by other means and if the worker completes 50 percent of the work contract period, the employer must pay the

worker for reasonable costs incurred by the worker for transportation and daily subsistence from the place from which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment. The amount of the transportation payment must be no less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. The Federal Labor Standards Act (FLSA) applies independently of the H-2A requirements and imposes obligations on employers regarding payment of wages. 20 C.F.R. § 655.122(h)(1). **See Ch. 3, Determining Compensable Hours and Proper Payment Amount, § 3.08A.**

Effective January 1, 2023, if an employee is admitted under the federal H-2A program, the notice shall also include, in a separate and distinct section, the information set forth in subdivision (c) of Lab. Code § 2810.6, and the employer, on March 15, 2023, and thereafter, shall provide the required combined notice in Spanish, prepared by the Labor Commissioner, to the H-2A employee on the day the H-2A employee begins work for the employer in the state or begins work for a new employer after being transferred by an H-2A or other employer. An H-2A employee may request that a notice in English also be provided. The Labor Commissioner shall eliminate any duplicative or redundant information when combining the two notices. Lab. Code § 2810.5. **See Ch. 4, Payment of Wages, § 4.01[1][c].**

Beginning September 1, 2023, the maximum amount of disposable earnings of an individual judgment debtor for any workweek that is subject to levy under an earnings withholding order shall not exceed the lesser of the following: (1) Twenty percent of the individual's disposable earnings for that week. (2) Forty percent of the amount by which the individual's disposable earnings for that week exceed 48 times the state minimum hourly wage in effect at the time the earnings are payable. If a judgment debtor works in a location where the local minimum hourly wage is greater than the state minimum hourly wage in effect at the time the earnings are payable shall be used for the calculation. Code Civ. Proc. § 706.050. **See Ch. 4, Payment of Wages, § 4.12[1][a].**

The U.S. Department of Labor (Department) published a final rule to adjust for inflation the civil monetary penalties assessed or enforced by the Department, pursuant to the Federal Civil Penalties Inflation Adjustment Act of 1990 as amended by the Federal Civil Penalties Inflation Adjustment Act Improvements Act of 2015 (Inflation Adjustment Act). The Inflation Adjustment Act requires the Department to annually adjust its civil money penalty levels for inflation no later than January 15 of each year. The Inflation Adjustment Act provides that agencies shall adjust civil monetary penalties notwithstanding Section 553 of the Administrative Procedure Act (APA). Additionally, the Inflation Adjustment Act

provides a cost-of-living formula for adjustment of the civil penalties. Accordingly, this final rule sets forth the Department's 2023 annual adjustments for inflation to its civil monetary penalties. 29 C.F.R. § 578.3. **See Ch. 5, Administrative and Judicial Remedies Under Wage and Hour Laws, § 5.71[7][a].**

Chapter 7 includes updated information about the Civil Rights Department poster regarding unlawful discrimination, including sexual harassment. **See Ch. 7, Posting, Notice and Recordkeeping Requirements, Appendix A, California Employer Posting Requirements.**

Substituted "Civil Rights Department" for "Department of Fair Employment and Housing. Gov. Code 12965. **See Ch. 8, Leaves of Absence, § 8.32[2].**

The court of appeal, in *Wood v. Kaiser Foundation Hospitals*, held that employees can enforce the Healthy Workplaces Health Families Act through the Private Attorneys General Act of 2004 (PAGA). *Wood v. Kaiser Foundation Hospitals* (2023) 88 Cal. App. 5th 742. **See Ch. 8, Leaves of Absence, § 8.51.**

In *Colores v. Ray Moles Farm Inc.* (E.D. Cal. 2023) 2023 U.S. Dist. LEXIS 56599, the court noted that *Viking River* left intact *Iskanian's* holding that wholesale waivers of PAGA claims are invalid because they would impermissibly include waiver of a plaintiff's ability to bring agent/proxy representative claims. Under *Viking River*, waivers of the right to assert representative PAGA

claims on the state's behalf remain barred, but employees may waive the right to bring PAGA claims that are specifically premised on labor code violations they have personally suffered. **See Ch. 9, Wage and Hour Class Actions, § 9.01[5].**

Claims under the Fair Employment and Housing Act (FEHA) are not barred by the workers' compensation exclusivity doctrine. *Chavez v. City of Montebello*, 2023 Cal. Super. LEXIS 4309. **See Ch. 20, Liability for Work Related Injuries, § 20.12[1][a].**

A California appellate court has held that Proposition 22 does not violate the California Constitution, Art. XIV, § 4, which vests the Legislature with plenary power to create a workers' compensation system. Bus. & Prof. Code § 7450(c) requires ride-share and delivery network companies to offer new protections and benefits for app-based rideshare and delivery drivers, including minimum compensation levels, insurance to cover on-the-job injuries, automobile accident insurance, health care subsidies for qualifying drivers, protection against harassment and discrimination, and mandatory contractual rights and appeal processes. *Castellanos v. State of California* (2023) 89 Cal. App. 5th 131. **See Ch. 20, Liability for Work Related Injuries, § 20.20[3][a].**

Warehouse workers in California now have protections from quotas that violate labor laws. Lab. Code § 2103. If a current or former employee believes that meeting a quota

caused a violation of their right to a meal or rest period or required them to violate any occupational health and safety laws, they have the right to request (and the employer must provide) a written description of each quota to which the employee is subject and a copy of the most recent 90 days of the employee's own personal work speed data. **See Ch. 21, Occupational Safety and Health Regulations, § 21.02[1][c].**

Labor Code Section 6325 provides that when, in the opinion of the Division, a place of employment, machine, device, apparatus, or equipment or any part thereof is in a dangerous condition, is not properly guarded or is dangerously placed so as to constitute an imminent hazard to employees, entry to the place of the dangerous place in the place of employment shall be prohibited by the division, and a conspicuous notice to that effect shall be attached. The prohibition of use shall be limited to the immediate area in which the imminent hazard exists, and the division shall not prohibit any entry in or use of a place of employment, machine, device, apparatus, or equipment, or any part thereof, which is outside such area of imminent hazard. The notice shall not be removed except by an authorized representative of the division, nor until the place of employment, machine, device, apparatus, or equipment is made safe and the required safeguards or safety appliances or devices are provided. Lab. Code § 6325. Effective January 1, 2023, operative January 1, 2024. **See Ch. 21, Occupational**

Safety and Health Regulations, § 21.02[3][b].

Effective January 1, 2023, when a citation or special order or action is required to be posted, the employer is required to post an employee notification prepared by the division. This employee notification shall contain, at a minimum, all of the following: (1) Notice that the division investigated the workplace and found one or more workplace safety or health violations. (2) Notice that the investigation resulted in one or more citations or orders, which the employer is required to post at or near the place of the violation for three working days, or until the unsafe condition is corrected, whichever is longer. (3) Notice that the employer is required to communicate any hazards at the workplace to employees in a language and manner they understand. (4) Contact information for the division and the internet website where employees can search for citations against their employer. Lab. Code § 6318. **See Ch. 21, Occupational Safety and Health Regulations, § 21.22.**

Labor Code Section 6409.6 authorizes an employer to satisfy the notification requirements by prominently displaying a notice in all places where notices to employees concerning workplace rules or regulations are customarily posted that includes the dates on which an employee with a confirmed case of COVID-19 was on the worksite premises within the infectious period and the location of the exposure. The section requires the

notice to remain posted for 15 days. The section requires an employer to keep a log of all the dates the notice was posted and would require the employer to allow the Labor Commissioner to access those records. The notice provisions have been extended until January 1, 2024, at which time the section is repealed. **See Ch. 21, Occupational Safety and Health Regulations, § 21.23.**

In *Kuciemba v. Victory Woodworks, Inc.* (9th Cir. 2022) 31 F.4th 1268, the Ninth Circuit certified to the Supreme Court of California the following questions: (1) If an employee contracts COVID-19 at his workplace and brings the virus home to his spouse, does California's derivative injury doctrine bar the spouse's claim against the employer? (2) Under California law, does an employer owe a duty to the households of its employees to exercise ordinary care to prevent the spread of COVID-19? **See Ch. 30, Employers' Tort Liability to Third Parties for Conduct of Employees, § 30.02[10].**

The Civil Rights Department enforces the Fair Employment and Housing Act (FEHA). Gov. Code § 12925. **See Ch. 40, Overview of Equal Employment Opportunity Law, § 40.01.**

In *Lopez v. LaCasa de las Madres* (2023) 89 Cal. App. 5th 365, the FEHA properly placed the burden on the plaintiff to prove that she had a condition related to pregnancy and that she was able to perform the essential functions of her job with reasonable accommodation. A modi-

fied work schedule “may” be a reasonable accommodation in an appropriate case, but that did not make it a reasonable accommodation as a matter of law in this case. **See Ch. 40, Overview of Equal Employment Opportunity Law, § 40.02[2][a].**

It is an unlawful employment practice for an employer to require, as a condition of employment, continued employment, or a benefit of employment, the disclosure of information relating to an applicant’s or employee’s reproductive health decision making. Gov. Code § 12940(p). **See Ch. 40, Overview of Equal Employment Opportunity Law, § 40.10[6].**

Substituted the Civil Rights Department for the Department of Fair Employment and Housing (DFEH). Gov. Code § 12901. **See Ch. 41, Substantive Requirements Under Equal Employment Opportunity Laws, § 41.11[1][e].**

The Labor Code provides that the employer shall provide an employee the pay scale for the position in which the employee is currently employed. An employer with 15 or more employees shall include the pay scale for a position in any job posting. An employer shall maintain records of a job title and wage rate history for each employee for the duration of the employment plus three years after the end of the employment in order for the Labor Commissioner to determine if there is still a pattern of wage discrepancy. These records shall be open to inspection by the Labor Commissioner. An employer with 15

or more employees that engages a third party to announce, post, publish, or otherwise make known a job posting shall provide the pay scale to the third party. The third party shall include the pay scale in the job posting. Lab. Code § 432.3(c). **See Ch. 41, Substantive Requirements Under Equal Employment Opportunity Laws, § 41.44[2][c.1].**

The FEHA makes it unlawful for an employer to retaliate or otherwise discriminate against a person for requesting accommodation for a disability regardless of whether the request was granted. A reasonable jury could also find that the supervisor’s resentment over accommodations affected his negative ratings of the plaintiff in the performance evaluation. Although the defendant granted the plaintiff each accommodation she requested, the record contains evidence that through the supervisor, the defendant knew of—but failed to discuss or provide—an additional reasonable accommodation that the plaintiff needed, namely assigning the plaintiff “lighter tasks.” The defendant does not contend that it discharged these duties or that assigning the plaintiff lighter tasks would have been unreasonable. Accordingly, the court reversed the trial court’s summary adjudication of the plaintiff’s claims for failure to accommodate her disability and to engage in the interactive process. *Lin v. Kaiser Foundation Hospitals* (2023) 88 Cal. App. 5th 712. **See Ch. 41, Substantive Requirements Under Equal Employment Opportunity Laws, § 41.51[2][a].**

The statute requires a private employer that has 100 or more employees to submit a pay data report to the Civil Rights Department. A private employer that has 100 or more employees hired through labor contractors must also submit a separate pay data report to the department for those employees in accordance with the above timeframe, as specified. The pay data reports must include the median and mean hourly rate for each combination of race, ethnicity, and sex within each job category. The statute also requires an employer, upon request, to provide to an employee the pay scale for the position in which the employee is currently employed and requires an employer with 15 or more employees to include the pay scale for a position in any job posting. Gov. Code § 12999. **See Ch. 41, Substantive Requirements Under Equal Employment Opportunity Laws, § 41.140[2A].**

The deadlines for filing with the Civil Rights Department are tolled during a mandatory or voluntary dispute resolution proceeding commencing on the date the department refers the case to its dispute resolution division and ending on the date the department's dispute resolution division closes its mediation record and returns the case to the division that referred it. Gov. Code § 12965. **See Ch. 42, Administrative Enforcement of Equal Employment Opportunity Law, § 42.02[1].**

The Civil Code permits an agency to disclose personal information to the California Tribal Epidemiology

Center for a specific purpose. Civ. Code § 1798.24. 2023 Bill Text CA A.B. 392. **See Ch. 42, Administrative Enforcement of Equal Employment Opportunity Law, § 42.28[1][b].**

In 2022, California enacted the Sexual Abuse and Cover Up Accountability Act. Civ. Proc. Code § 340.16. The Act revives claims brought by a plaintiff who alleges all of the following: (1) The plaintiff was sexually assaulted; (2) One or more entities are legally responsible for damages arising out of the sexual assault; (3) The entity or entities, including, but not limited to, their officers, directors, representatives, employees, or agents, engaged in a cover up or attempted a cover up of a previous instance or allegations of sexual assault by an alleged perpetrator of such abuse. **See Ch. 43, Civil Actions Under Equal Employment Opportunity Laws, § 43.01[4][b.1].**

In *Cummings v. Premier Rehab Keller, P.L.L.C.*, 2022 U.S. LEXIS 2230, *reh'g denied*, 2022 U.S. LEXIS 2959, the United States Supreme Court held that emotional distress damages are not available in discrimination actions brought by recipients of federal financial assistance. The plaintiff, who is deaf and legally blind, sought physical therapy services from the defendant Premier Rehab and asked Premier Rehab to provide an American Sign Language (ASL) interpreter at her sessions. **See Ch. 43, Civil Actions Under Equal Employment Opportunity Laws, § 43.01[8][e].**

Information for a conviction for a controlled substance offense that is more than five years shall not be disseminated. Pen. Code § 11105(b). **See Ch. 50, Limitations on Employer Collection of Private Information About Employees, § 50.12[2][c].**

The Privacy Act exempts any telephone company engaged in the business of providing communications services and facilities. Pen. Code § 632.7. **See Ch. 50, Limitations on Employer Collection of Private Information About Employees, § 50.19[2][b].**

The California Public Records Act provides that the home addresses, home telephone numbers, personal cellular telephone numbers, and birthdates of all employees of a public agency shall not be deemed to be public records and shall not be open to public inspection, except for enumerated exceptions. Gov. Code § 7928.300. **See Ch. 51, Use and Disclosure of Private Information About Employees, § 51.01[2][b].**

The California Public Records Act provides that in order to protect against the risk of identity theft, a local agency shall redact social security numbers from a record before disclosing the record to the public. Gov. Code § 7922.200. **See Ch. 51, Use and Disclosure of Private Information About Employees, § 51.13[1].**

The California Public Records Act of 2021 is not intended to substantively change the law relating to inspection of public records. The act is

intended to be entirely nonsubstantive in effect. Gov. Code § 7920.000. **See Ch. 51, Use and Disclosure of Private Information About Employees, § 51.18[1].**

It is an unlawful employment practice, for an employer to require, as a condition of employment, continued employment, or a benefit of employment, the disclosure of information relating to an applicant's or employee's reproductive health decision making. Gov. Code § 12940(p). **See Ch. 51, Use and Disclosure of Private Information About Employees, § 51.31[1][a].**

In *People ex rel. Garcia-Brower v. Kolla's, Inc.*, 2023 Cal. LEXIS 2768, an employee who was fired after she complained to the owner of the nightclub where she worked about unpaid wages made a disclosure protected by Lab. Code § 1102.5. A protected disclosure under the Labor Code encompasses reports or complaints of a violation made to an employer or agency, even if the recipient already knows of the violation. The court disapproved to the extent inconsistent *Mize-Kurzman v. Marin Community College Dist.* (2012) 202 Cal. App. 4th 832. **See Ch. 60, Liability for Wrongful Termination and Discipline, § 60.03[2][d].**

In *Jones v. PGA Tour, Inc.* (N.D. Cal. 2023) 2023 U.S. Dist. LEXIS 61129, the Public Investment Fund of the Kingdom of Saudi Arabia (PIF) sought relief from a magistrate judge's order addressing subpoenas served on them by the defendant PGA TOUR, Inc. (TOUR). The sub-

poenas called for PIF to appear for deposition and produce documents at the New York City office of TOUR's counsel. PIF objected to the subpoenas, after which TOUR moved to compel compliance with the subpoenas and PIF moved to quash the subpoenas. The Foreign Sovereign Immunities Act (FSIA) provides the sole basis for obtaining jurisdiction over a foreign state in the courts of this country." The FSIA "provides that 'a foreign state shall be immune from the jurisdiction of the courts of the United States and of the States except as provided' in the Act." After reviewing the evidentiary record and the body of case law on the FSIA, the Court concluded that the FSIA provides great deference to foreign sovereign states and the diplomatic work of their officials conducted in the United States for the benefit of the sovereign. However, it does not immunize the expenditure of billions of dollars in the United States to launch a "Disruptor" golf league. **See Ch. 60, Liability for Wrongful Termination and Discipline, § 60.09[3][g.1].**

In *Castelo v. Xceed Financial Credit Union*, 2023 Cal. App. LEXIS 388, the plaintiff sued her former employer for wrongful termination and age discrimination in violation of the California Fair Employment and Housing Act (FEHA). Gov. Code § 129000. The case was submitted to binding arbitration pursuant to the stipulation of the parties. The arbitrator granted summary judgment in favor of the employer on the ground the plaintiff's claims were barred by a

release in her separation agreement. The release, executed after the employee knew of the allegedly discriminatory termination decision but before the employee's last day of work, did not extend to future unknown claims and thus did not violate California law. **See Ch. 62, Avoiding Wrongful Termination and Discipline Claims, § 62.05[5][a].**

In 2023, the National Labor Relations revisited earlier its earlier decisions about broadly written confidentiality agreements. In *McLaren Macomb*, *McLaren Macomb*, 372 NLRB No. 58 (2/21/23), the National Labor Relations Board determined that employers can no longer a broadly written confidentiality clause that requires employees not disclose the terms of their severance agreement. In *Challenge Mfg. Holdings, Inc.*, 2023 NLRB LEXIS 164 (4/10/23), a provision in the agreement barred "disparagement" of the employer on social media, reasonably would be understood to prohibit the employee from discussing with fellow workers and with the public, on social media, any opinions, including negative opinions, she might wish to express about the employer's labor relations policies and practices or about her wages, hours, or other terms and conditions of employment. The National Labor Relations Act (NLRA) draws a distinction between employees criticizing their employer's terms and conditions of employment and criticizing their employer's products. The NLRA protects the employees' right to tell the public

about their wages, hours and working conditions and to broadcast, for example, “our employer pays low wages and its factory is an unsafe place to work.” However, employees go beyond the protection of the NLRA if they say “our company’s product stinks.” **See Ch. 62, Avoiding Wrongful Termination and Discipline Claims, § 62.05[5][e].**

Uniform Public Expression Protection Act, though not adopted by California, creates a clear process to challenge a SLAPP lawsuit and quickly dismiss a claim without merit. www.uniformlaws.org/committees/community-home?CommunityKey=4f486460-199c-49d7-9fac-05570be1e7b1. The Uniform Public Expression Protection Act seeks to harmonize these varying approaches by enunciating a clear process through which SLAPPs can be challenged and their merits fairly evaluated in an expedited manner. In doing so, the Act actually serves two purposes: protecting individuals’ rights to petition and speak freely on issues of public interest while, at the same time, protecting the rights of people and entities to file meritorious lawsuits for real injuries. The Uniform Public Expression Protection Act follows the recent trend of state legislatures to enact broad statutory protections for its citizens. It does so by utilizing all five of the tools mentioned in a motion practice that carefully and clearly identifies particular burdens for each party to meet at particular phases in the motion’s procedure. **See Ch. 63, Causes of Actions Related to Wrongful Termination, § 63.02[5].**

nation, § 63.02[5].

On May 30, 2023, the General Counsel for the National Labor Relations Board (NLRB) issued a memo setting forth her view that overbroad non-compete agreements are unlawful because they chill employees from exercising their rights under Section 7 of the National Labor Relations Act (NLRA), 29 U.S.C. § 157, which protects employees’ rights to take collective action to improve their working conditions. The General Counsel reasoned that these agreements interfere with employees’ ability to: (1) concertedly threaten to resign to secure better working conditions; (2) carry out concerted threats to resign or otherwise concertedly resign to secure improved working conditions; (3) concertedly seek or accept employment with a local competitor to obtain better working conditions; (4) solicit their co-workers to go work for a local competitor as part of a broader course of protected concerted activity; and (5) seek employment, at least in part, to specifically engage in protected activity, including union organizing, with other workers at an employer’s workplace. <https://www.nlr.gov/news-outreach/news-story/nlr-general-counsel-issues-memo-on-non-competes-violating-the-national>. **See Ch. 70, Trade Secrets and Unfair Competition, § 70.09[6].**

Effective January 1, 2023, the California Legislature expressed its intent to provide health care for California residents who lack sufficient income

to meet the costs of health care and whose other assets are so limited that their application toward the costs of that care would jeopardize the person or family's future minimum self-maintenance and security. The purpose of the Basic Health Care Act is to afford to qualifying individuals health care and related remedial or preventive services, including related social services that are necessary for those receiving health care under the Act. Welf. & Inst. Code § 14000. **See Ch. 80, Unemployment and Disability Insurance, § 80.09[2][a].**

The trial court in *Murrey v. Superior Court* (2023) 87 Cal. App. 5th 1223 erred in compelling arbitration of employee claims that included sexual harassment and retaliation causes of action because the arbitration agreement was both procedurally and substantively unconscionable by reason of the employer's failure to identify the arbitration provider or applicable rules while retaining sole authority to designate them, which could not be remedied by using the

arbitrator selection methods of Code Civ. Proc. § 1281.6, and the agreement limited discovery and hearing, lacked mutuality as to arbitrable claims, and required confidentiality. **See Ch. 90, Arbitration of Employment Disputes, § 90.20[2][b].**

The arbitrator in *Castelo v. Xceed Financial Credit Union*, 2023 Cal. App. LEXIS 388 did not exceed its powers under Code Civ. Proc. § 1286 (setting forth the grounds to vacate an arbitration award) by ruling a release given in exchange for severance pay barred wrongful termination and employment discrimination claims under the Fair Employment and Housing Act, Gov. Code § 12900. The release, executed after the employee knew of the allegedly discriminatory termination decision but before the employee's last day of work, did not extend to future unknown claims and thus did not violate Civ. Code § 1668. **See Ch. 90, Arbitration of Employment Disputes, § 90.22[1][b].**

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California Employment Law

Publication 282 Release 68

November 2023

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<input type="checkbox"/>	30-1 thru 30-3	30-1 thru 30-3
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<input type="checkbox"/>	30-57.	30-57 thru 30-58.1
<input type="checkbox"/>	40-7 thru 40-9	40-7 thru 40-10.1
<input type="checkbox"/>	40-23 thru 40-33	40-23 thru 40-33
<input type="checkbox"/>	40-45 thru 40-50.1	40-45 thru 40-50.9
<input type="checkbox"/>	40-58.1 thru 40-58.7.	40-58.1 thru 40-58.7
<input type="checkbox"/>	41-1	41-1 thru 41-2.1
<input type="checkbox"/>	41-13.	41-13
<input type="checkbox"/>	41-59 thru 41-62.1	41-59 thru 41-62.1
<input type="checkbox"/>	41-81.	41-81
<input type="checkbox"/>	41-124.1	41-124.1
<input type="checkbox"/>	41-183 thru 41-186.5	41-183 thru 41-186.5
<input type="checkbox"/>	41-225 thru 41-226.1	41-225 thru 41-226.1
<input type="checkbox"/>	41-246.1 thru 41-246.3	41-246.1 thru 41-246.3
<input type="checkbox"/>	41-251	41-251 thru 41-252.1
<input type="checkbox"/>	41-285 thru 41-294.1	41-285 thru 41-294.3
<input type="checkbox"/>	41-335 thru 41-345	41-335 thru 41-345
<input type="checkbox"/>	41-443 thru 41-445	41-443 thru 41-445
<input type="checkbox"/>	41-456.3	41-456.3
<input type="checkbox"/>	41-521	41-521 thru 41-522.1
<input type="checkbox"/>	41-537 thru 41-541	41-537 thru 41-541
<input type="checkbox"/>	41-556.1 thru 41-563	41-557 thru 41-567

VOLUME 3

Revision

<input type="checkbox"/>	Title page thru vii	Title page thru vii
<input type="checkbox"/>	42-3 thru 42-93	42-3 thru 42-89

Check As Done	<i><u>Remove Old Pages Numbered</u></i>	<i><u>Insert New Pages Numbered</u></i>
<input type="checkbox"/>	42-123 thru 42-125	42-123 thru 42-125
<input type="checkbox"/>	42-175 thru 42-177	42-175 thru 42-178.5
<input type="checkbox"/>	43-1 thru 43-49	43-1 thru 43-50.9
<input type="checkbox"/>	43-58.1 thru 43-58.7.	43-58.1 thru 43-58.7
<input type="checkbox"/>	43-73 thru 43-90.11	43-73 thru 43-90.27
<input type="checkbox"/>	43-97 thru 43-98.3	43-97 thru 43-98.3
<input type="checkbox"/>	43-121 thru 43-132.5	43-121 thru 43-132.5
<input type="checkbox"/>	43-139	43-139 thru 43-140.1
<input type="checkbox"/>	43-167	43-167
<input type="checkbox"/>	43-178.13 thru 43-182.1	43-179 thru 43-182.7
<input type="checkbox"/>	43-190.1 thru 43-190.3	43-190.1 thru 43-190.3
<input type="checkbox"/>	43-197	43-197
<input type="checkbox"/>	43-238.1	43-238.1 thru 43-238.3
<input type="checkbox"/>	44-1 thru 44-29	44-1 thru 44-27
<input type="checkbox"/>	50-11 thru 50-22.3	50-11 thru 50-22.3
<input type="checkbox"/>	50-75 thru 50-81	50-75 thru 50-81
<input type="checkbox"/>	50-116.3 thru 50-116.5.	50-116.3 thru 50-116.5
<input type="checkbox"/>	51-3 thru 51-21	51-3 thru 51-21
<input type="checkbox"/>	51-33 thru 51-49	51-33 thru 51-49

VOLUME 4

Revision

<input type="checkbox"/>	Title page thru ix	Title page thru ix
<input type="checkbox"/>	60-5	60-5
<input type="checkbox"/>	60-18.1 thru 60-40.1.	60-19 thru 60-40.2(5)
<input type="checkbox"/>	60-45.	60-45
<input type="checkbox"/>	60-59 thru 60-63	60-59 thru 60-64.5
<input type="checkbox"/>	60-90.1 thru 60-91	60-91 thru 60-92.3
<input type="checkbox"/>	60-113 thru 60-125	60-113 thru 60-125
<input type="checkbox"/>	61-7 thru 61-13	61-7 thru 61-13
<input type="checkbox"/>	61-39.	61-39 thru 61-40.1
<input type="checkbox"/>	61-44.3 thru 61-44.7.	61-44.3 thru 61-44.7
<input type="checkbox"/>	62-9 thru 62-12.1	62-9 thru 62-12.1
<input type="checkbox"/>	62-31 thru 62-37	62-31 thru 62-39
<input type="checkbox"/>	63-1	63-1 thru 63-2.1
<input type="checkbox"/>	63-23 thru 63-29	63-23 thru 63-30.3
<input type="checkbox"/>	70-23.	70-23
<input type="checkbox"/>	70-37.	70-37 thru 70-38.1
<input type="checkbox"/>	80-17 thru 80-18.1	80-17 thru 80-18.1
<input type="checkbox"/>	80-43 thru 80-54.5	80-43 thru 80-54.5
<input type="checkbox"/>	80-161 thru 80-167	80-161 thru 80-168.1

Check As Done	<i><u>Remove Old Pages Numbered</u></i>	<i><u>Insert New Pages Numbered</u></i>
<input type="checkbox"/>	90-31 thru 90-34.1	90-31 thru 90-34.1
<input type="checkbox"/>	90-49 thru 90-55	90-49 thru 90-56.1
<input type="checkbox"/>	90-60.4(1)	90-60.4(1) thru 90-60.4(2)(a)
<input type="checkbox"/>	90-64.4(2)(e) thru 90-64.4(2)(g)	90-64.4(2)(e) thru 90-64.4(2)(g)
<input type="checkbox"/>	90-83 thru 90-87	90-83 thru 90-87
<input type="checkbox"/>	TC-1 thru TC-153	TC-1 thru TC-153
<input type="checkbox"/>	TS-1 thru TS-125	TS-1 thru TS-125
<input type="checkbox"/>	I-1 thru I-173	I-1 thru I-173

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