

NORWALK CHAMBER ANNUAL HOLIDAY MIXER

Norwalk Chamber of Commerce held our Annual Holiday Mixer on December 4th at the Norwalk Arts & Sports Complex. This event brings together our members for a holiday thank you and celebration. Attendees are able to have their photos taken with Santa Claus, make donations to the Norwalk Food Pantry, and bid on prizes and the coveted "Chest O'Holiday Cheer" and more. This year our event featured Norwalk Chamber member's holiday treats and catering delicacies. Guests were able to taste a variety of holiday specials and other menu items from our local restaurants and caterers. Bringing everyone together for a Holiday celebration is always a lot of fun and we could not have done this without the support of our sponsors:

Gold Sponsor Farmer's & Merchants Bank, Amanda Blanton
Silver Sponsor Gordon Stefenhagen

We thank them along with the many members who contributed food items for the event: Don's Teriyaki Grill, Chick fil-A, Panera Bread, So-Cal Pizza, DoubleTree by Hilton, Café n' Stuff, Mr. Rosewood Family Restaurant, Toro Taqueria, El Clasificado, Farmers & Merchants Bank, Zen's Tea House, Norwalk High School Culinary Arts, Cerritos College Culinary Arts, and Outback Steakhouse Restaurant. Thank you too all of our Chamber Board Members and Ambassadors who contributed to the many different raffles and prizes that helped make this event successful. Special thanks to the man in the red suit (Santa Claus) Art Sanchez for always supporting this event. If you were not able to attend this year, then mark your calendar for the 2020 event now so that you don't miss out!

Special thanks to our event committee on putting together this special event! Chair Teri Bazen, Amanda Blanton, Trisha Gutierrez, Lynda Fisher, Jennifer Gomez, Joe Derthick, Ric Ochoa, Yovani Flores, and Sue Arthur.



Having fun at the mixer are VP Communications, Yovani Flores US Bank, President Amanda Blanton, Farmers & Merchants Bank and Steve Chun, Don's Teriyaki Grill.



Teri Bazen, Norwalk La Mirada Plumbing & HVAC visits with Santa Claus.



President SEAHS Booster Club Loretta Shapiro visiting Santa Claus.



Norwalk Veterans Richard Sneed, Norwalk Records, Art Sanchez, Sanchez Restaurant & Catering (Santa Claus) and Oscar Cairo, Touch of Class DJ.



Marilyn Martinez of The Cutting Edge Salon shares her wish list with Santa Claus.



Getting a chance to talk to Santa are Dan Ussery, SELACO Workforce Development Board and Scott Smith, ABC Unified School District.



Networking at the Holiday Mixer are Past President Trisha Gutierrez, QM Fundraising, Mariloly Martinez, The Cutting Edge Hair Salon and Grant Alba, Alba Professional Services/H & R Block.



At the Holiday Mixer are Rafael Rodriguez and Ivett Gonzalez of Rose Hills Memorial Park and Ambassador Lori Herrera, DoubleTree by Hilton.



Chamber restaurant members get to visit with Santa Claus! Represented here are Panera Bread, Zen's Tea House and Chick-fil-A.



Enjoying the refreshments at the Holiday Mixer are (l to r) Bob Arthur, Cerritos College Foundation, Sue Arthur, Ambassador, Edie Gonzalez, Norwalk Records, Santa and Teri Bazen, Event Committee Chair.



Getting in the Christmas mood with Santa at the Holiday Mixer are: Renett Banagas, Helpline Youth Counseling, Marilee Stefenhagen, Soroptimist International, Norwalk/Santa Fe Springs, Gordon Stefenhagen, Norwalk Realty and Karla Butler, Thompson & Associates.



Contestants in the "Ugly" holiday attire compete for the title of "The Ugliest."

Norwalk Chamber of Commerce
14783 Carmenita Road, Norwalk, CA 90650

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Norwalk Chamber Board Members and Ambassadors at the Annual Holiday Mixer. Pictured here (l to r) Jose Rios, TNG Realty, Trisha Gutierrez, QM Fundraising, Richard Sneed, Norwalk Records, Sue Arthur, Gary Murphy, Norwalk Florist, Teri Bazen, Norwalk La Mirada Plumbing & HVAC, Gordon Stefenhagen, Norwalk Realty, President Amanda Blanton, Farmers & Merchants Bank, Yovani Flores, US Bank, Santa Claus, Jennifer Gomez, El Clasificado/EC Hispanic Media, Karla Butler, Thompson & Associates, Joe Derthick, AFLAC and Greg Iwasaki, HealthFirst Medical Group.

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PRESIDENT
AMANDA BLANTON
EXECUTIVE DIRECTOR
EDITOR, NCBC
CAREN SPILSBURY



NEW AND RENEWING MEMBERS

Renewing Members
 The following companies and individuals renewed their membership with the Norwalk Chamber of Commerce and the services we provide are made possible by their support.

- | | | |
|--|---|---|
| <p>46 Years
 PDQ Rentals
 Dennis Turner
 562-944-3206
 www.pdqrentals.com</p> | <p>12 Years
 St. Linus Catholic School
 Glen Climaco
 562-921-0336
 www.linuslions.org</p> | <p>6 Years
 Keywest Auto Collision Center
 Goffredo Benites
 562-868-0825
 goffredo452@gmail.com</p> |
| <p>35 Years
 Little Lake City School District
 Dr. William Crean
 562-868-8241
 www.littlelake.k12.ca.us/</p> | <p>11 Years
 Sullivan Management
 Jennifer Sullivan
 562-863-8078
 www.sullivanmanagementgroup.com</p> | <p>4 Years
 Forest Lawn
 Alexandra Salsberry
 626-419-1110
 www.forestlawn.com</p> |
| <p>28 Years
 Nationwide Environmental Services
 Joe Samuelian
 562-860-0604
 www.nes-sweeping.com</p> | <p>7 Years
 L & W Services
 James Etherton
 562-868-9339
 www.bluetowels.com</p> | <p>2 Years
 Athens Services
 Susan Ayala
 888-336-6100
 www.athensserices.com</p> |
| <p>18 Years
 L.A. CADA
 Juan Navarro
 562-906-2686
 www.lacada.com</p> | <p>7 Years
 All American Trophy and Engraving
 Paul Purdum
 323-725-1962
 www.aatrophyc.com</p> | |

CALENDAR OF EVENTS

- January 15th**
 Norwalk Chamber Board of Directors
 7:45am
 DoubleTree Hotel
- January 22nd**
 Annual Homeless Count
 Norwalk Social Services Office
 6pm
- January 22nd**
 Norwalk La Mirada USD
 Future Ready Expo
 6pm to 8pm
 DoubleTree Hotel
- January 28th**
 After Hours Networking Mixer
 Bruce's Restaurant
 4:30pm to 6:30pm
- January 31st**
 Relay 4 Life
 Silent Auction Fundraiser
 5pm to 7pm
 Norwalk Arts & Sports Complex
- February 6th**
 Coffee with a Cop
 Panera Bread
 6pm to 7:30pm
- February 12th**
 Annual Mayor's Prayer Breakfast
 6:30am
 DoubleTree Hotel
- February 20th**
 NEA Annual Mock Interviews
 Norwalk Arts & Sports Complex
 7:30am to 2:30pm
- February 25th**
 Creating Connections Lunch
 Frantone's Restaurant
 12pm to 1pm
- February 28th**
 Annual State of the City Address
 DoubleTree Hotel
 11:00am to 2:00pm

Membership Matters

MEMBERSHIP ACTIVITIES KEEP THE NORWALK CHAMBER ACTIVE IN THE COMMUNITY



Norwalk Chamber President Amanda Blanton presents a membership renewal plaque to Marilee Stefenhagen, Soroptimist International Norwalk/Santa Fe Springs.



Norwalk Chamber new member Southeast Academy High School Booster Club receives their new member plaque. Chamber President Amanda Blanton presents the plaque to SEAHS Booster Club President Loretta Shapiro.

NORWALK COMMUNITY COORDINATING COUNCIL SUPPORTS ANGEL TREE PROGRAM THROUGH ANNUAL HOLIDAY DRAW & LUNCHEON.

Norwalk Community Coordinating Council held their Annual Holiday Draw & Luncheon on Wednesday, December 11th at the Norwalk Arts & Sports Complex. Each year they have a Holiday Draw which brings the organization money to continue to support various charitable events and organizations. The fun of the Holiday Draw is that a ticket holder will also win in this draw! This year the NCCC provided a financial contribution to the City of Norwalk Angel Tree Program, which provides toys, clothes and other holiday needs for members of the Norwalk Community who have a need for support.



Attending the Norwalk Community Coordinating Council Holiday Luncheon are: (l to r) Dean Lockwood, Su Casa, Ending Domestic Violence, Zurich Lewis, Cerritos College Board of Trustees, Karla Butler, Thompson & Associates, Toni Grijalva, Community Relations Coordinator at Cerritos College, and Joe Derthick, AFLAC.



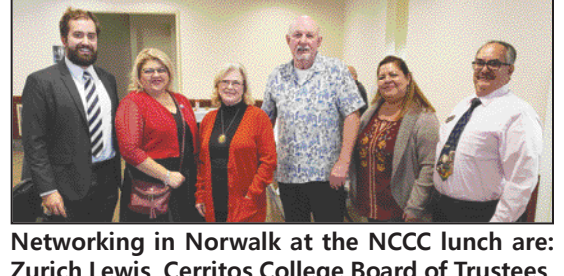
Enjoying the program at the NCCC Holiday Luncheon are: (l to r) JC Guerrero, Field Rep for Assembly Majority Floor Leader Ian Calderon, Griselda Ortiz, representing Congresswoman Linda Sanchez, Esperanza Serrano, Dora Sandoval, Little Lake City School Board, Ambassador Sue Arthur, City Council Member Jennifer Perez, and former Mayor Bob Arthur.



Pictured here are (l to r) Yvette Carreon, Adriana Nuno, Yury Aguilar, Ana Laura Huerta, Grant Alba, and John Alba.



At the Coordinating Council lunch are Natalie LeGaspi, Norwalk Soroptimist and Board Member Rich LeGaspi, TNT Fireworks.



Networking in Norwalk at the NCCC lunch are: Zurich Lewis, Cerritos College Board of Trustees, Dora Sandoval, Little Lake City School Board, Sue Arthur, Richard Sneed and Edie Gonzalez, Norwalk Records and Joe Derthick, AFLAC.

CITY OF NORWALK ANGEL TREE PROGRAM

The Norwalk community comes together each year with support for the Angel Tree program. Gifts of clothing, toys and more are provided for needy families in the community. On Angel Tree day volunteers come from almost every group in the community to help with this event. Red and green Angel tree tags are sold to raise funds, gold Angel Tree tags are given out all around town to purchase clothing and staff from the Social Services Department make all of the magic that is Angel Tree happen. Norwalk is such a giving community and that giving really stands out during the holiday season!



At the City of Norwalk Angel Tree program are (l to r) Norwalk Mayor Margarita Rios, Dora Sandoval, Little Lake City School Board and Norwalk Chamber President Elect, Jose Rios, TNG Realty.



In this photo are (l to r) Albertina Arzate, Janine Andrade, Dora Sandoval, Little Lake City School Board, Chamber Board Member Rich LeGaspi, TNT Fireworks, Natalie LeGaspi, SI International and Petra Pena.

MESSAGE FROM THE PRESIDENT



I want to wish you all a Happy and Prosperous New Year in 2020. Lots of exciting opportunities are coming your way for getting connected here in Norwalk. We are starting the year off with a Networking Mixer at Bruce's Prime Rib Restaurant on January 28th from 4:30 to 6:30pm. Join us as we connect with our Norwalk Chamber members and friends from other local Chambers. February holds a host of opportunities to meet more people which translates into more potential business for you. Our Creating Connections Lunch is scheduled for February 25th at Frantone's Restaurant. Additionally, the 50th Annual Mayor's Prayer Breakfast is scheduled for Wednesday, February 12th at the DoubleTree Hotel and the State of the City Luncheon is February 28th also at the DoubleTree Hotel.

With March elections coming up, the Norwalk Chamber is setting up an opportunity for you to meet local candidates and hear what their goals and plans are if they are elected to serve the community. Details for this event will be coming.

We want to make sure that your Chamber is providing the tools and events that you need to continue to have a successful business here in our community. If you find that you need additional support or have any great ideas about future workshops that we can provide to you, please do not hesitate to reach out to our Chamber staff and share with them. We want to make sure that as we head into a new decade our Norwalk Chamber is providing all the support that our members need. You can email the Chamber at info@norwalkchamber.com or call the office at 562-404-0909.

Looking forward to a successful 2020!

Amanda Blanton
2019-2020 President, Norwalk Chamber of Commerce
Farmers & Merchants Bank

CITY COUNCIL



Farid Khansarinia of Chick-fil-A is recognized by the Norwalk City Council with a Business Spotlight award for supporting the local community.



At the Norwalk City Council Meeting, Liberty Utilities and NLMUSD recognized for their student intern program.



Paul Weldon of the City of Norwalk is recognized for his 40 years with the City on his retirement. Paul has served as the Liaison to the Norwalk Chamber Board of Directors and as a member of the Norwalk Education Alliance.



NLMUSD graduates are given their School Banners at a City Council meeting.

ANNUAL HOLIDAY LUNCHEON

Traditions are important during the holiday season, and the Norwalk Chamber Creating Connections Lunch and Gift Exchange is one of those great traditions. Each year members and guests come together to network, enjoy a great meal and then play the very fun "steal the gift" exchange game. Once the game begins, it doesn't take too long for those very shy members to get into the spirit and begin to get those gifts that have been opened and are rather enticing! In the end great fun is had by all and the stealing is all done in good spirits. This year we had a number of our members and guests who visited with us at Outback Restaurant celebrating the holiday spirit. Thank you to the staff at Outback for making this a great lunch and to all who attended this fun event.



Members and guests at the Annual Creating Connections lunch.



Norwalk Chamber members and guests attend the Creating Connections Luncheon at Outback Restaurant.



Dean Lockwood of Su CASA, Ending Domestic Violence, gets the redneck bathroom present.



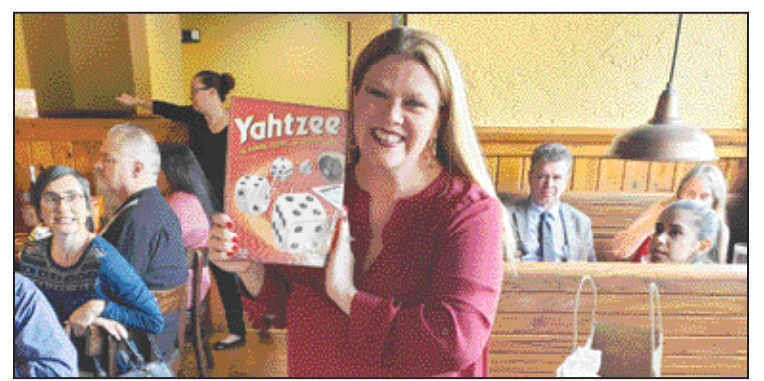
President Amanda Blanton with a pair of holiday ducks!



Jessica Manteca of the Norwalk Patriot wins a fun set of Santa Slippers at the Annual Holiday Creating Connections lunch.



Networking at the Holiday Creating Connections lunch are: (l to r) Kyle Miller, Field Representative, State Senator Bob Archuleta, Trisha Gutierrez, QM Fundraising, Karla Butler and Mia Chung, Thompson & Associates.



Norwalk City Council Member Jennifer Perez wins a Yahtzee game as a prize in the White Elephant gift exchange.

NEW YEAR, NEW RULES

January 2020 is here and along with the New Year are new rules that effect both employers and employees. Here are a few highlights for employers heading into 2020. This information is provided courtesy of Thompson & Associates, Mia Chung.

California Minimum Wage will be increased to \$13 per hour as of January 1, 2020 for employers with 26 or more employees. Employers with 25 or less employees will be \$12 per hour as of January 1st, 2020.

Social Security Wage Limit will be \$137,700 for 2020 but the rate remains the same at 6.2%. Medicare Tax still has no wage limit and the rate remains the same at 1.45%.

State Disability insurance (SDI) Wage Limit for 2020 will be \$122,909 but the rate of 1% remains the same.

If you purchase supplies from a vendor located outside the state, you may owe California use tax. This includes purchases you make over the Internet. If you don't report and pay your use tax in a timely manner, the state will asses penalties and interest.

If you have questions about these or other tax information, you can contact Mia Chung, CPA, MBT at 562-868-2231.

The New California Labor Laws You Need to Know for January 1, 2020

Some of the bills signed into law this year made significant changes to California employment law, while others made small, but important changes of which employers must be aware.

New laws were passed in the areas of recruiting and hiring; discrimination, harassment and retaliation protections; leaves of absence and benefits; workplace safety; arbitration; privacy; and wage and hour. Below is a sampling of important employment laws employers should know, taken from the California Chamber of Commerce free white paper.

Unless otherwise noted, the new laws take effect on January 1, 2020.

Recruiting and Hiring

• **AB 5** codifies and expands the "ABC test" that's used to distinguish employees from independent contractors under the Industrial Welfare Commission (IWC) Wage Orders.

Under the ABC test, a worker is classified as an employee unless the employer can establish all three of the following:

1. The worker is free from the hiring entity's control and direction in connection with the performance of the work, both under the contract for the performance of the work and in actually performing the work;
2. The worker performs work that's outside the usual course of the hiring entity's business; and
3. The worker is customarily engaged in an independently established trade, occupation or business of the same nature as the work performed.

AB 5 carves out numerous exceptions from the ABC test for various industries. If an exception is applicable, the more flexible common law multi-factor "Borello test" typically applies, focusing on the entity's control over the worker. While some of the exceptions detailed in the bill provide clarity for certain professions/ industries, several are complex and subject to numerous criteria. Employers should consult with legal counsel on the potential application of exceptions under AB 5 and the different classification standards.

Agreements

• **AB 51** effectively bans mandatory arbitration agreements entered into between employers and employees. The bill specifically prohibits an employer from requiring an applicant or employee to waive any right, forum or procedure for any employer violations of the FEHA and the Labor Code. The Legislature was clear this was intended to target arbitration agreements, in which employers and employees generally agree to resolve employment disputes outside of court. The bill also prohibits retaliation and discrimination against an applicant or employee who refuses to enter such agreements.

The bill would not apply to any arbitration agreements entered into prior to January 1, 2020, but employers may wish to seek legal counsel on how to proceed with amending such agreements in the new year.

(A coalition of businesses led by the CalChamber recently filed a legal challenge to AB 51. Visit advocacy.calchamber.com/calchamber-in-court/ for updates.)

• **SB 707** provides consumers or employees remedies if the drafting party (the business or employer) breaches an arbitration agreement. The bill states that if the employer doesn't pay the costs associated with beginning or continuing arbitration within 30 days after they are due, then the employer is in material breach of agreement, in default of arbitration and waives its right to compel arbitration.

In that case, the employee may withdraw the arbitration claim and proceed in court or compel arbitration in which the employer is required to pay reasonable attorney's fees and costs. The bill also requires the court or arbitrator to impose monetary sanctions on an employer who breaches an arbitration agreement and authorizes additional sanctions beyond that.

• **AB 749** provides that employers, as part of a settlement agreement, cannot prohibit or restrict an "aggrieved employee" (employee who has filed a claim against employer) from working for the employer. In other words, settlement agreements between employers and employees can no longer contain "no rehire" clauses. When the employer has made a good faith determination that the employee has engaged in sexual assault or sexual harassment, however, this prohibition does not apply.

Privacy

• **AB 25** exempts from the California Consumer Privacy Act (CCPA) employee data, i.e., information collected and used within the context of a person's employment or application for employment. This exemption is good for only one year. Importantly, employers subject to the CCPA must still comply with the act's requirement to disclose, at or before the time of collection, the categories of personal information collected about an applicant or employee and the purposes for which the information will be used. Employers should consult with legal counsel on how to amend employee privacy notices or otherwise comply with their obligations under the act.

Wage and Hour

• **SB 671** allows employers of "print shoot employees" — individuals hired for a limited time to render services for a still image shoot, including film or digital photography, for use in print, digital or internet media — to pay wages owed upon termination on the next regular payday rather than immediately.

• **AB 673:** Current law imposes, independent from other penalties, a civil penalty on employers who fail to pay wages as provided in certain sections of the Labor Code. The Labor Commissioner may recover these penalties, which amount to \$100 for the initial violation and \$200 plus 25 percent of

the amount unlawfully withheld for subsequent violations. Now, AB 673 gives employees the ability to bring a private action to either:

- o Recover statutory penalties against the employer in a hearing before the Labor Commissioner; or
- o Seek to enforce civil penalties under the Private Attorneys General Act.

They may not do both.

• **SB 688** expands the Labor Commissioner's authority regarding citations for wage violations, authorizing the Labor Commissioner to issue citations and recover amounts owed by an employer who has paid less than the wages set by contract, even if it was more than minimum wage.

Discrimination, Harassment and Retaliation Protections

• **AB 9** extends the statute of limitations from one year to three years for all discrimination, harassment and retaliation claims filed with the Department of Fair Employment and Housing.

• **SB 778** pushed California's harassment prevention training requirements deadline back one year; now, employers with five or more employees must provide one hour of sexual harassment prevention training to nonsupervisory employees and two hours of such training to supervisors by January 1, 2021.

Employers who provided training to employees in 2019 aren't required to provide it again until two years from the time the employee was trained. Employers who provided training in 2018 must provide training in 2020 to maintain the two-year cycle and comply with the new deadline. Employers who trained employees in 2017 under the prior training law should provide training in 2019 in order to maintain their two-year training cycle.

SB 778 didn't change the training timeline for seasonal and temporary workers, which requires that employers must provide training to such workers within 30 days or 100 hours of employment beginning January 1, 2020 — but SB 530 pushed the requirement out one year. Under the new law, employers must provide training to seasonal and temporary workers beginning January 1, 2021.

• **SB 530** also requires the Division of Labor Standards Enforcement (DLSE) to develop harassment and discrimination prevention policy and training standard recommendations for use by employers in the construction industry. It also clarifies how employers in the construction industry with workers under a multiemployer collective bargaining agreement may satisfy training requirements.

• **SB 142:** Currently, employers must provide a location other than a bathroom for lactation accommodation. SB 142, modeled after San Francisco's lactation accommodation ordinance, creates expanded accommodation requirements for employers.

SB 142 also requires employers to create and implement a lactation accommodation policy, including publishing the policy in the employee handbook and providing the policy when an employee asks about or requests parental leave.

The 2018 lactation accommodation bill included an undue hardship exemption, which SB 142 keeps in place but limits to employers with fewer than 50 employees.

• **SB 188:** Under the Fair Employment and Housing Act (FEHA), it is unlawful to discriminate on the basis of race — and SB 188 expands the law to prohibit discrimination against employees and students based on their natural hairstyles. Per the bill, workplace dress codes and grooming policies that prohibit certain hairstyles can have a disparate impact on race and may be a proxy for racial discrimination.

Leaves of Absence and Benefits

• **SB 271** allows temporary or transitory employment performed outside the state to count toward unemployment eligibility requirements as long as the motion picture worker is a California resident, is hired and dispatched from the state, and intends to return to the state to seek re-employment when the out-of-state work is finished.

• **SB 30** changes how California law defines "domestic partnership." Under current law, a domestic partnership could be entered into only by either two adults of the same sex, or two adults of the opposite sex who were over the age of 62. SB 30 removes those requirements, allowing any two adults over the age of 18 to enter into a domestic partnership.

• **SB 83:** Beginning July 1, 2020, the maximum duration of Paid Family Leave (PFL) benefits individuals may receive from California's State Disability Insurance (SDI) program will be extended from six to eight weeks, per SB 83. The PFL program provides partial wage replacement benefits to employees who are absent from work to care for a seriously ill family member or to bond with a minor child within one year of birth or placement of the child via foster care or adoption.

• **AB 406** requires that, beginning January 1, 2025, the Employment Development Department distribute its application for paid family leave in English and in all non-English languages spoken by a substantial number of non-English-speaking applicants, as defined.

• **AB 1554** requires an employer to notify employees who participate in flexible spending accounts of any deadline to withdraw funds before the plan year's end in two different ways, which may include email, telephone, text message, postal mail and in-person notification.

• **AB 1223** requires employers to provide an additional unpaid leave of absence, up to 30 days per year, to an employee donating an organ.

• **AB 203** requires construction employers working in counties where a fungal infection called Valley Fever is highly prevalent to provide employee training on Valley Fever annually and before an employee begins work that's "reasonably anticipated" to expose them to the fungus.

LABOR LAW CORNER

Factors for Employers to Consider When Making Holiday (Pay) Plans

If we close our worksite for a holiday, do we have to pay our employees for the day?

The answer depends on the employer's policies and whether the employee is exempt or nonexempt.

Paid Holidays

California law does not require an employer to provide paid holidays, close its worksites on holidays or grant time off to employees for holidays, with the limited exception of religious accommodations. Simply put, an employer controls how to account for holidays. If an employer chooses to offer paid holidays or is considering expanding or reducing the number of paid holidays it already offers, the employer should commit this policy to writing in the employee handbook. The policy should include:

- The list of the specific days observed as paid holidays
- Any employee eligibility requirements for the holiday, such as if the employees must work the day before and/or after the holiday, or whether they receive holiday pay while on an unpaid leave of absence
- A statement that employees who are not employed at the time of the holiday do not receive pay
- A statement that holidays do not accrue and are not paid out upon termination of employment.

An employer that offers paid holidays also should provide guidance in its policy on how nonexempt employees will receive holiday pay if they perform work on a paid holiday. Courts have interpreted the policy of giving a paid day off as a contract to do so. Therefore, employers must make up the lost benefit to the employee in some manner. If an employer enforces a policy requiring employees to work the day before and/or after the holiday to receive holiday pay, the employer must make sure it does not deny holiday pay in situations in which the employee was absent for a reason protected by law, such as under California's paid sick leave law.

Holiday Closures

Although employers are not required to offer paid holidays, closing the work-place during a holiday still may result in paying employees for that day the worksite is closed, even if the employer does not offer paid holidays. Employers are obligated to pay nonexempt employees only for the actual hours the nonexempt employee works. If an employer does not offer paid holidays and closes the worksite for the holiday, and the nonexempt employee performs no work that day, the employer does not have to pay the nonexempt employee. Under these same circumstances, however, employers must pay an exempt employee for the full week when they close for a holiday if the exempt employee has performed any work during that work week. Employers should consult legal counsel if they have any questions about designing and implementing an effective holiday policy or paying employees during worksite closures for holidays.

Matthew J. Roberts, Employment Law Counsel/Subject Matter Expert