Employment laws are constantly changing, and the associated risks and liabilities for employers are continually increasing. Working with both small and large employers, the Employment Law Department of Ervin Cohen & Jessup LLP takes a preventive approach. Our goal is to assist employers in establishing effective litigation avoidance techniques by advising on and creating comprehensive personnel policies and procedures. When disputes occur, our goal is to maximize results in the most efficient manner possible based on the facts and law applicable and the needs of our clients; when it comes to litigation, we are keenly aware that one size does not fit all.

**Services for Employers**

Employers turn to ECJ for counseling on employment policies and compliance issues, as well as to defend them against employment-related claims. We regularly produce informative publications to advise clients of the most up-to-date employment issues and preventative measures. (See our Publications page for issues of our Employment Law Reporter and our more cheeky blog, Staff Infection.)

The lawyers in our Employment Law Department routinely provide the following legal services:

- Defending employers in state and federal courts in all types of employment lawsuits, including wrongful termination, sexual harassment, employment discrimination, wage and hour violations and class actions;
- Representing employers before enforcement government agencies, including the Division of Labor Standards Enforcement, the Department of Labor, the California Department of Fair Employment and Housing, the Equal Employment Opportunity Commission, the Attorney General, the Employment Development Department, and the Occupational Safety and Health Administration;
- Counseling on wage and hour compliance, exempt status, hiring and firing issues, reductions in force, relocation problems and all other employee management issues;
- Counseling clients on how to effectively and efficiently resolve personnel problems, including assisting with internal complaints, as well as incident-free terminations;
Providing complete and thorough investigation services, including conducting investigations on discrimination, harassment and retaliation allegations and working in conjunction with management personnel to make ultimate determinations and recommendations;

Assisting employers in complying with the Americans with Disabilities Act, the Family Medical Leave Act, and various states’ family and medical leave acts;

Drafting employee policy handbooks and additional employment-related policies, including enforceable arbitration policies;

Drafting various employment-related agreements, including employment, consulting and independent contractor agreements, separation and release agreements, and all forms of employee equity and compensation;

Drafting agreements, policies and strategic plans for the protection of confidential information, intellectual property and trade secrets; and

Training management in employment-related obligations, including sexual harassment, discrimination, sensitivity training, managing medical leaves and successful terminations.

Client Alerts
ECJ Employment Partner Kelly Scott Quoted in HR Daily
11.12.2019

Blog Posts
Unlimited Vacation Policies: Are They Right For Your Business?
ECJ Blogs, 11.18.2019

California Court of Appeal Concludes Premium Wage Must Be Paid at the Base Hourly Rate
ECJ Blogs, 11.11.2019

California Bans Mandatory Employment Arbitration Agreements
ECJ Blogs, 10.22.2019

Employer Alert: AB 1804 Requires Immediate Reporting of Serious Occupational Injury, Illness or Death By Phone or Online
ECJ Blogs, 09.23.2019

Great News for Employers: The Harassment Training Deadline Has Been Extended!
ECJ Blogs, 09.17.2019

Partner Kelly Scott Quoted in Law360 Regarding the CROWN Act and Its Impact on Employers
ECJ Blogs, 08.28.2019
California Court of Appeal Agrees Employer Does Not Have To Pay For Shoes...This Time
ECJ Blogs, 08.14.2019

Employer Reminder: California Employers Without Employee Retirement Plans Must Offer State Retirement Program
ECJ Blogs, 07.31.2019

Additional EEO-1 Data Must Be Submitted By September 30
ECJ Blogs, 07.24.2019

Employer Alert: New Law Prohibits Employment Discrimination Based on Natural Hairstyles
ECJ Blogs, 07.15.2019

Employer Alert: City of Los Angeles Minimum Wage Increase on July 1st
ECJ Blogs, 06.26.2019

Department of Fair Employment and Housing Issues New Family Leave Form
ECJ Blogs, 06.24.2019

Employer Alert: Expansion of Reporting Time Pay Rule
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Department of Fair Employment and Housing Issues Harassment Training Toolkit
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Good News for Employers: Express Consent Required for Class Arbitration
ECJ Blogs, 05.20.2019

Department of Labor Proposes New Minimum Salary Levels
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A Reminder: The IRS Mileage Rates Have Changed
ECJ Blogs, 01.31.2019

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Employer Alert: New Compensation Threshold for Computer Software Overtime Exemption
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Employer Alert: SB 1343 Extends Harassment Training Requirements to Small Employers and Non-Supervisory Employees
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Employer Alert: New Fair Credit Reporting Act Summary of Consumer Rights Form Required for Background Checks
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National Labor Relations Board Proposes Relaxed Rule on Joint Employment
ECJ Blogs, 10.02.2018

Employer Alert: U.S. Department of Labor Updates FMLA Forms
ECJ Blogs, 09.12.2018

California close to Banning Employment Arbitration Agreements
ECJ Blogs, 08.27.2018

Assembly Bill 2613 Seeks to Expand Personal Personal Liability for Individual Managers in California
ECJ Blogs, 08.22.2018

Employer Alert: Updated Affordable Care Act Notices Replace Earlier Versions
ECJ Blogs, 08.06.2018

Proposed Law will Make it Easier to File Discrimination and Harassment Claims Against California Employers
ECJ Blogs, 07.24.2018

Great News for Employers: U.S. Supreme Court Upholds Arbitration Class Action Waivers
ECJ Blogs, 05.23.2018

Are All Independent Contractors Now Employees?
ECJ Blogs, 05.10.2018

EEOC Extends EEO-1 Filing Deadline
ECJ Blogs, 04.26.2018

A Reminder: Home Care Workers Will Be Entitled to Paid Sick Leave Beginning July 1, 2018
ECJ Blogs, 02.07.2018

Assembly Bill 1710 Expands Military Personnel Employment Protections
ECJ Blogs, 01.25.2018

Sexual Harassment Training Must Now Include Gender Identity, Gender Expression and Sexual Orientation
ECJ Blogs, 01.22.2018

New and Proposed Tax Legislation Present New Difficulties for Employers Attempting to Settle Sexual Harassment Claims
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California Legislature Increases Benefits for Employees on Family Leave and State Disability  
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Assembly Bill 2886 Extends SDI Appeal Deadlines  
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California Extends Family Leave Requirements to Smaller Employers  
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New Law Increases Cal/OSHA Penalties and Changes Division of Labor Standards Enforcement Rules  
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New Law Phases In Overtime Increases for Agricultural Workers  
*ECJ Blogs*, 12.21.2017

Senate Bill 621 Gives Part-Time Educators Their Proportional Share  
*ECJ Blogs*, 12.14.2017

New Law Holds Contractors Liable for Subcontractors’ Non-Payment of Wages  
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New Law Prohibits Prior Salary Inquiries and Requires Pay Scale Disclosure on Request  
*ECJ Blogs*, 11.16.2017

Repealing DACA Comes at a High Price to Employers  
*ECJ Blogs*, 10.11.2017

Alert: Employers Should Distribute Updated Sexual Harassment Brochure or Poster  
*ECJ Blogs*, 09.19.2017

Employer Alert: Reporting Requirements for All New or Rehired California Employees  
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White House Suspends EEO-1 Pay Data Reporting  
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*ECJ Blogs*, 09.06.2017

Reminder: Employers Must Provide Notice of Victim Rights to Employees  
*ECJ Blogs*, 08.09.2017

Employer Alert: Must Use Newly Issued I-9 by September 18th  
*ECJ Blogs*, 08.01.2017
California Places New Limits on Employer Use of Criminal History  
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Reminder: Los Angeles and Santa Monica Minimum Wage Increases on July 1st  
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*ECJ Blogs*, 04.03.2017

A Reminder: The Domestic Worker Bill of Rights is Permanent  
*ECJ Blogs*, 03.27.2017

New Law Requires Gender Neutral Restrooms  
*ECJ Blogs*, 03.07.2017

A Reminder: The IRS Requires Employers to Obtain Informed Consent to Email W-2s  
*ECJ Blogs*, 02.13.2017

New Law Requires Written Notice to Employees on Hire (and Existing Employees upon Request) of Rights of Victims of Domestic Violence, Sexual Assault, or Stalking  
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California Issues New Minimum Wage Poster  
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New Law Bans the Box in Los Angeles  
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Important Update: Increased Exemption Salary Rule Blocked by Injunction  

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*ECJ Blogs*, 11.18.2016

New Law Expands California’s Heat Illness Regulations to Include Indoor Employees  
Assembly Bill 1843 Prohibits Employers from Inquiring about Juvenile Convictions or Using Juvenile Proceedings In Employment
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Senate Bill 1001 Amends the California Labor Code to Expand Protection from Unfair Immigration-Related Practices
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New Laws Expand California’s Equal Pay Act to Include Race and Limit Use of Prior Salary
*ECJ Blogs*, 11.01.2016

EEOC Issues First Retaliation Guidance in Almost 20 Years
*ECJ Blogs*, 10.18.2016

Los Angeles Moves Toward Prohibiting Criminal Conviction Inquiry Prior to Job Offer

San Francisco First U.S. City to Require Fully Paid Parental Leave

New Law Combats Wage Theft by Granting Local Governments Subpoena Power

AB 2535 Expands Exceptions to Tracking Hours Requirements on Itemized Wage Statements
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Safe Harbor for Violations of Disability Access Under the Unruh Act
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EEOC Issues Guidance Regarding Leave as an Accommodation Under the ADA  
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Employers Must Remember to Raise Minimum Wage in Los Angeles County  
*ECJ Blogs, 07.01.2016*

New Minimum Wage For Pasadena Starting July 1, 2016  
*ECJ Blogs, 06.27.2016*

A Reminder: Increased Minimum Wages for Santa Monica and Los Angeles  
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President Obama Signs Defend Trade Secrets Act of 2016  
*ECJ Blogs, 05.18.2016*

New Law Expands California's Paid Family Leave and State Disability Insurance  
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Governor Brown Signs New Minimum Wage Increase Into Law  
*ECJ Blogs, 04.05.2016*

Peeping Tom Case May Raise the Bar for Employers  
*ECJ Blogs, 01.25.2016*

Don't Put Away Those Party Supplies Just Yet: The New IRS Mileage Rates Are Here!  
*ECJ Blogs, 01.11.2016*

New California Family Rights Regulations Align With Existing Federal Law  
*ECJ Blogs, 01.05.2016*

Wage Garnishment Rules Will Change in 2016  
*ECJ Blogs, 12.30.2015*

New Law Extends Retaliation Protections to Family Members  
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New Law Gives Labor Commissioner Authority to Enforce Local Overtime and Minimum Wage Laws  
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AB 622 Restricts the Use of E-Verify  
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Private Attorneys General Act Amended to Reduce Litigation
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Healthy Workplaces, Healthy Families Act Clarified
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New Law Provides Expanded Child Care and School Leave Rights for Employees
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New Law Creates Additional Rest and Recovery Requirements for Piece-Rate Workers
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New Law Targets Supervisors for Wage Liability
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The Fair Pay Act: An Equal Pay Game-Changer
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New Law Prohibits Retaliation or Discrimination in Response to Request for Accommodation
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Cheerleaders Have Rights Too! New Law Addresses the Struggle of the California Cheerleader
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Supreme Court Denies Review of PAGA Waiver Case… Again
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New Law Seeks to Encourage Higher Wages Through the Public Shaming of Employers  
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*ECJ Blogs*, 03.30.2015

Interns and Volunteers Protected from Workplace Harassment, Discrimination and Retaliation  
*ECJ Blogs*, 03.24.2015

A Reminder: Employers Must Train Supervisors on the Prevention of Abusive Conduct  
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Expenses Can Be Expensive: Cochran v. Schwan’s Home Service, Inc. Revisited  
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*ECJ Blogs*, 10.17.2014

The NLRB Does It Again!  
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It Was All A Dream  
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California Supreme Court Upholds Class Action Waiver In Arbitration Agreement
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California Minimum Wage Increases July 1st!
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*ECJ Blogs, 06.23.2014*

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*ECJ Blogs, 05.05.2014*

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A Quick Note About SDI
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Secretary of Labor Directed to Update Federal Overtime Rules
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*ECJ Blogs, 03.03.2014*

Hurry Up and Wait: Parts of the Affordable Care Act Are Further Delayed
*ECJ Blogs, 02.24.2014*

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*ECJ Blogs, 01.13.2014*
A Reminder: New OSHA Training Requirements Are Now In Place
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AB S Becomes Law: California Limits the use of Independent Contractors

AB S: When Legislators and Lobbyists Collide

In Case You Missed It… New Employment Laws in Effect for 2019 (Part 2)
*Employment Law Reporter, Ervin Cohen & Jessup LLP*, 07.29.2019

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Senate Bill No. 954: New Rules for Informed Consent in Mediation
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California High Court Restricts Employer-Friendly ‘De Minimis’ Defense for Off-the-Clock Work
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*Employment Law Reporter*, 06.13.2018

California Supreme Court Delivers a Hard Blow to the Gig Economy
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No Good Deed Goes Unpunished - California Supreme Court Decision May Change the Way Employers Calculate Overtime
*Employment Law Reporter*, 05.03.2018

Summary of New Laws Affecting California Employers

California Pushes Back Against Federal Immigration Agenda with AB 450
*Employment Law Reporter*, 02.15.2018

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*Employment Law Reporter, Ervin Cohen & Jessup LLP*, 01.31.2018
New Local Laws Will Impact Employers
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California’s New Ban the Box Law

FEHA Expands Protections for Gender Identity and Expression
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Did You Miss It? Minimum Wage Increases Effective July 1st
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2016 Recap: A Busy Year For Employment Law
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Time to Party?

California Sick Leave Laws: A Summary

New Higher “White Collar” Exemption Salary Thresholds Take Effect on December 1st

Employers Must Develop Discrimination, Harassment, and Retaliation Prevention Policies

New Laws for 2016
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The Increasing Danger of Background Checks: New Laws and Emerging Privacy Rights Complicate an Already Difficult Process
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Abercrombie & Fitch’s “Look Policy” Needs A Makeover After The Supreme Court Looked At It - and - Another Bill Seeks To Increase California’s Minimum Wage
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The Danger of Understaffing
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**Events**

Harassment & Bullying Prevention Training
Harassment & Bullying Prevention Training
Beverly Hills, CA, 02.21.2019

Employment Seminar: Workplace Investigations
Employment Seminar: Workplace Investigations
Beverly Hills, CA, 05.22.2018

Human Resources and Data Security in Today’s Mobile Workforce Seminar
Human Resources and Data Security in Today’s Mobile Workforce Seminar
Beverly Hills, CA, 08.24.2017

**Successes**

Ervin Cohen & Jessup Navigates Sale of Todd Pipe & Supply to Reece Ltd. For $160 Million