



# Labor & Employment Law Roundtable: What Owners and Executives Need To Know

News

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Todd Scherwin was featured in the *Los Angeles Business Journal's* Labor & Employment Law Roundtable. The roundtable offered a glimpse into the state of business employment in 2016 – from the perspectives of those in the trenches of our region today.

Here are just a few of the questions Todd answered:

## **What are the most significant new employment laws taking effect in 2016?**

Todd: The new piece rate legislation and the California Fair Pay Act are two of the most significant laws. Between these two laws, just about every business in California and Los Angeles are affected. For AB 1513, Employers need to be aware of how they are paying all employees who are compensated based on the job they are performing (even if the employees are under the Fair Pay Act employers should conduct a pay practices audit to ensure that there are no obvious discrepancies in pay based on sex.

## **Would you say that a company's employee handbook is still vital in this day and age or have they become a thing of the past?**

Todd: The first line of defense in any employment dispute is an employee handbook. I think it is vital for every employer to have a comprehensive employee handbook where the company maintains its harassment/discrimination policies, its meal/rest period policies, and other important policies such as leaves of absences, accommodations, and drug testing, just to name a few.

To read the full article, please visit the [\*Los Angeles Business Journal\*](#) [subscription required].

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