

EMPLOYMENT PRACTICES LIABILITY INSURANCE (EPLI)

DO YOU HAVE IT?

Employment Practices Liability Insurance (EPLI) is vital for companies, protecting against lawsuits for wrongful termination, discrimination, and harassment. It covers legal defense costs, settlements, and judgments, safeguarding a company's finances and reputation. Additionally, EPLI supports regulatory compliance and provides resources for better employment practices, ensuring business continuity and stability.



Employee Health & Wellness Ideas

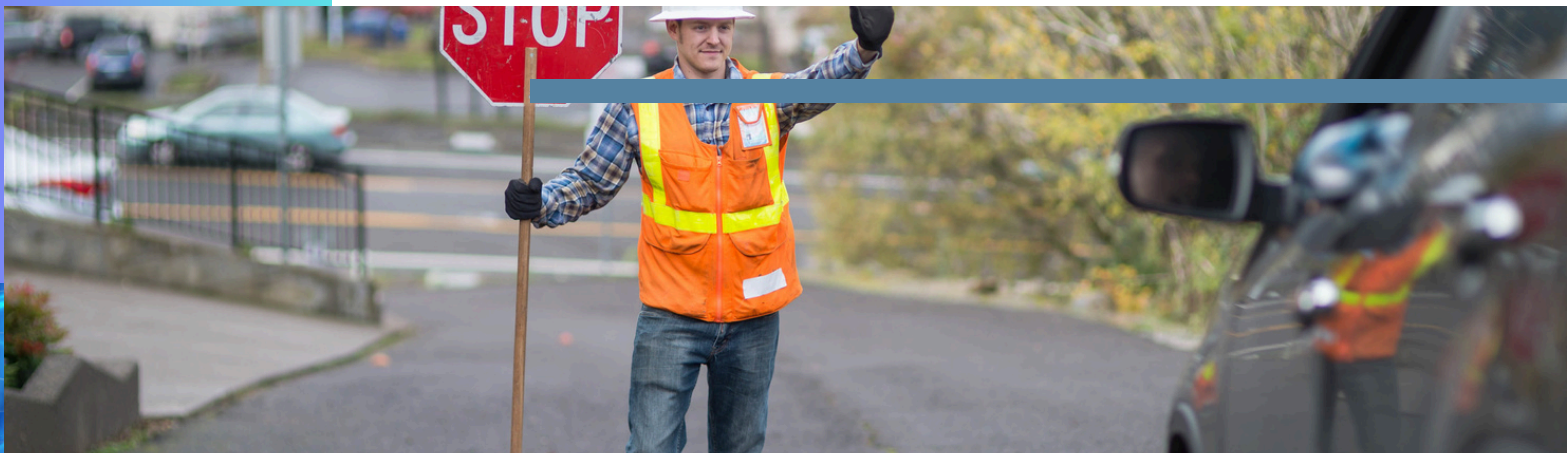
- Reach out to local fitness studios to inquire about employer discounts
- **Employee step count challenge**
- Encourage employees to have walking meetings instead of sitting.
- **Wellness bingo**, to motivate employees to be more active.
- **Provide resources and support for mental health**
- Skip the donuts and encourage fruit trays
- Fiber Fridays



Boost Remote Worker Engagement

Out of sight but not out of mind

- Maintain regular and transparent communication.
- Set clear goals.
- Provide the necessary tools for efficiency.
- Encourage social interaction through virtual events
- Offer professional development opportunities.
- Recognize achievements to make remote workers feel valued.
- Solicit feedback to address challenges, and foster a positive, inclusive work culture.



COMPLIANCE CORNER

PAGA REFORM

IN 2004, CALIFORNIA INTRODUCED THE PRIVATE ATTORNEYS' GENERAL ACT (PAGA), ALLOWING EMPLOYEES TO ENFORCE STATE LABOR LAWS AND SEEK PENALTIES AGAINST EMPLOYERS BY ACTING ON BEHALF OF THE STATE.

IN RESPONSE TO WIDESPREAD LITIGATION AND ITS IMPACT, A COALITION INCLUDING BUSINESSES AND ADVOCACY GROUPS PUSHED FOR PAGA REFORM, SUCCESSFULLY PLACING A MEASURE ON THE BALLOT AND NEGOTIATING CHANGES WITH THE STATE LEGISLATURE AND GOVERNOR GAVIN NEWSOM.

THE REFORMS, EFFECTIVE JUNE 19, 2024, INCLUDE PENALTY CAPS, INCREASED DUE PROCESS FOR EMPLOYERS, AND INCENTIVES FOR PROACTIVE COMPLIANCE, POTENTIALLY REDUCING PENALTIES BY UP TO 85%.

EMPLOYERS ARE ENCOURAGED TO TAKE IMMEDIATE STEPS TO COMPLY WITH THE CALIFORNIA LABOR CODE, SUCH AS CONDUCTING PAYROLL AUDITS, MAINTAINING COMPLIANT POLICIES, PROVIDING TRAINING, TAKING CORRECTIVE ACTIONS, AND DOCUMENTING EFFORTS, TO BENEFIT FROM REDUCED PENALTIES.

SAFETY

It's all about the HEAT this month!

OSHA Heat Illness Prevention Campaign

NEW CalOSHA regulation

Indoor Heat Illness Prevention

