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NEW LAWS FOR THE NEW YEAR

HAPPY NEW YEAR! This Newsletter references certain new legislation which may interest our current clients.

1. Toy Law

Department stores with at least 500 employees in California are required to have a gender-neutral section of children's toys.

2. Employment Law

a) Illness Leave - Companies must now allow both hourly and salary workers to earn five paid sick days a year.

b) Reproductive Loss - Workers must receive five days leave after experiencing a miscarriage, stillbirth, or unsuccessful embryo transfer, insemination, or adoption.

c) Non-Compete - It is unlawful to include such in an employment contract, with narrow exceptions, and companies must notify workers if their clauses are void and constitute civil violations allowing damages, injunctions, and legal costs.

d) Retaliation - Is presumed where an employee is disciplined within 90 days of a labor complaint; civil penalties up to \$10,000 per violation may be imposed.

e) Marijuana - Employers cannot discriminate employees for off-duty cannabis use.

f) Tenants - Thirty-day advance written notice is necessary before requiring remote employees to return to in-person work.

3. Driving

Speed cameras are allowed in Los Angeles, Glendale, Long Beach, and elsewhere to issue tickets for exceeding limits by eleven (11) mile per hour.

4. Weapons

There are new limits on concealed carry firearm permits holders and an eleven percent (11%) tax on firearms and ammunition to help fund violence prevention programs.

5. Hate

a) Criminal penalties are enhanced for using swastikas, nooses, desecrated crosses and other hate symbols on schools, cemeteries, religious institutions, businesses and other spaces.

b) Social media platforms must disclose how they address hate speech and disinformation.

6. Housing

a) Landlords now prohibited from charging more than a month's rent for a security deposit.

b) Places of worship and higher education are entitled to build housing projects on their properties.

7. Women's Health

a) Providers can now mail abortion pills or gender-affirming prescriptions out of state.

b) Physician assistants may perform surgical abortions without direct doctor supervision.

8. Psychiatry

It is now easier for counties to commit the severely mentally ill into medical treatment or psychiatric holds.

9. Consumer Law

a) Manufacturers must repair devices costing over \$50 with parts, tools, or repair instructions.

b) Websites must display actual costs of items such as lodging, event tickets, and food delivery.

10. Landscaping

Retailers are prohibited from selling gas-powered outdoor equipment including certain chainsaws, hedge trimmers, edgers, lawn mowers, and leaf blowers, but not air compressors, portable generators, or pressure washers.

11. Guano Law

An electrician at a nut processing plant developed a fungal infection and claimed it was caused by inhaling spores created by accumulated bird feces. He is entitled to a trial.

This practice serves as a "lawyer of first resort", or "primary care attorney," advocating for small businesses and individuals with disputes and transactions, including accident victims by referral only. We specialize in personalized client service. If we can be of any assistance with your legal issues, consider contacting us as soon as a question is identified. Your recent referrals have been greatly appreciated.

Remember: Preventative lawyering is the most effective kind.

Happy New Year,



HARMON SIEFF