

# Workplace Safety

*Governor Brown signs sick leave, anti-bullying and interns' rights bills*

 By Damien Munsinger



Three employment-related bills, which were passed during the end of the 2014 California legislative session, have been signed into law by Governor Jerry Brown.

Adding to the laws requiring paid sick leave, effective from July 1, 2015, workers in California will be entitled to receive at least 24 hours or three days of paid sick leave per year, if they have been employed for 30 days and are not covered by a collective bargaining agreement that meets certain requirements. Covered workers will be able to use accrued sick leave to care for themselves or a family member.

A second bill adds abusive conduct — or bullying — as a required part of sexual harassment prevention training already required of supervisors in companies with 50 or more employees. Abusive conduct

includes repeated verbal abuse, intimidation, humiliation, as well as sabotaging or undermining someone's work performance.

Finally, Governor Brown signed a bill that expressly extends the protections of California's workplace discrimination and harassment laws to a company's interns and trainees.

The anti-bullying and interns' rights bills take effect on January 1, 2015. Employers with any number of workers in California should ensure that these new requirements are successfully integrated into leave and harassment policies as well as training curricula. **L&C**



**Damien Munsinger** represents and advises private and public employers on a wide variety of employment law issues, including discrimination and wrongful termination claims. With experience as a successful entrepreneur and business owner, Damien brings a distinctive understanding of employers' concerns to his employment law practice. Visit [www.barran.com](http://www.barran.com) Email [dmunsinger@barran.com](mailto:dmunsinger@barran.com)

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