



## Law Office of Karen J. Sloat, APC (“LOOKS”)

# LOOKSnews

### *Karen Cares*

Every part of life is a season. One season folds into another. The next may be rewarding and joyful or challenging and full of hardship. But each season is character-building.

In the Bible at Joel 2:25, the prophet heard God say, “I will restore to you the years that the swarming locust has eaten.” Our neighbors in this community have seen their assets and some of their dreams gobbled up by the unforeseen and invisible “locusts” of our day. I am so sorry for the hardships all of you face. However, I believe wholeheartedly that our faithful perseverance will lead to restoration. I cannot wait. How about you?

I have confidence in you, my friends, that you will conquer these challenges and come out of this 2020 season as victors, with a renewed hope and zest for your business life as well as your personal relationships. As you persevere, our growing team of legal specialists is here to help in any way we

can. Please reach out to us. We care, and we sincerely look forward to your prosperity--coming soon!

~ Karen J. Sloat



## Our Mission...

### *Caring For Clients While Pursuing Justice*

The Law Office of Karen J. Sloat, APC is committed to caring for clients while pursuing justice. With over 60 years of combined legal experience, those we serve benefit from seasoned, well-balanced expertise.

Our practice focuses exclusively on Employment Law. By choosing to represent both employers and employees, we have a broad understanding of the challenges that can

create unexpected animus toward either party.

Adhering to the ever-changing laws that impact the California business community may seem like an insurmountable feat to business owners. We are the premier resource to provide peace of mind to employers as they work diligently to

maintain compliance while endeavoring to build strong, viable businesses.

We offer employers “Urgent Care” advice as well as an opportunity to participate in our Workplace Solutions Program for ongoing support. In addition, we prepare customized Employee Handbooks, Policies and Personnel Forms to help reduce the risk of liability.

We also pursue employee rights vigorously. No worker should have to

suffer in a workplace where there is harassment, discrimination or other violations of law. We advocate for those who are deprived of their wages, breaks and other employment benefits.

Whether you are an employer or an employee, your voice will be heard

and the merits of your claim reviewed with care at the Law Office of Karen J. Sloat.

**Employee Handbooks are the cornerstone of communication for employers and the first line of defense against potential litigation.**

Check out the new LOOKS website  
[www.KarenSloatLaw.com](http://www.KarenSloatLaw.com)

# The Governor's Ink is Barely Dry...



## Senate Bill 1159

Employees will be presumed to have contracted COVID-19 on the job if there was an outbreak where they worked. Five or more employees who contract the virus within a 14-day



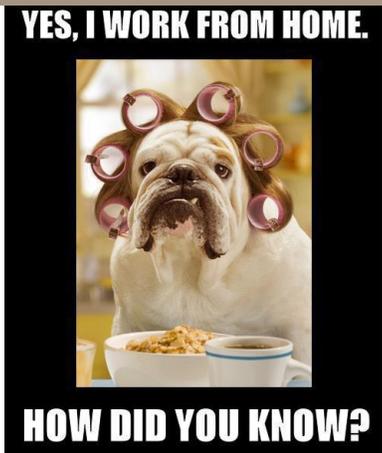
period at a workplace is the definition of an outbreak. Employers are required to contact their Workers' Compensation carrier. An employer who intentionally submits false or misleading information or fails to submit information when reporting is subject to a civil penalty in the amount of up to ten thousand dollars (\$10,000).

## Senate Bill 1383

It is an unlawful employment practice for any employer with five or more employees to refuse to grant a request by an employee to take up to 12 workweeks of unpaid protected leave during any 12-month period to bond with a new child of the employee or to care for themselves or a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner. Employers must also provide a guarantee of employment in the same or comparable position upon termination of the leave. And, this law eliminates the 75-mile radius requirement.

## Assembly Bill 685

Employers are required to provide written notice to workers who may have been exposed to the virus and to inform local public health officials. The legislation also gives state regulators new authority over the next two years to penalize business owners if workplace violations are discovered. The law also extends beyond employees to subcontractors.



## "Labor" Laughs!

As COVID-19 has spread across the globe, businesses have prudently shut down offices and moved millions of employees from corporate desks to their domestic couches. Many of us are quarantined in tight quarters, often with our children close at hand. We are on virtual meetings conducting business as usual, until a kid inevitably runs into the room shouting, or a dog barks, cutting off the boss mid-sentence.

Work culture will need to adjust to the new normal. However rough your work-from-home experience has been, it could have been a lot worse.

760-779-1313

## Workplace Solutions

2020 was not the year anyone expected. COVID-19 turned businesses upside down and changed the way we are accustomed to doing things. Change is hard. This, we know. Whether it is wearing a mask or staying 6-feet apart, things are different. Like it or not, the future is changing.

It is difficult enough as a business owner to run the day-to-day operations without the additional pressures of wondering where to turn when a problem occurs. We offer Workplace Solutions, a month-to-month program, to employers to address personnel-related issues that may arise in the ordinary course of running a business. Our team gives clients priority assistance with time-sensitive personnel issues. With the Workplace Solutions Program, we help businesses when the inevitable challenges arise.

When COVID-19 infiltrated the United States, it changed the mechanisms we used to run a successful business. As 2020 progressed, the California Legislature continuously signed new bills into law, creating new employee rights and new responsibilities for employers. Our COVID-19 Manual helps employers understand and implement the new requirements.

As of January 1, 2021, California employers with 5 or more employees must provide sexual harassment and abusive conduct prevention training. This may seem like another unnecessary requirement for businesses. However, addressing this before any issues arise is prudent. Employees who have a solid understanding of their responsibilities, coupled with the right tools, help promote a thriving working environment.



www.KarenSloatLaw.com

*To our men and women in uniform, past, present, and future, God bless you and thank you.*



This month we celebrate our military veterans who fought for our freedom with perseverance and courage, despite impossible odds. Our veterans never gave up the fight or the hope of victory. We will follow their example and persevere!



**Maj. Kurt R. Sorensen, USMC**

My husband, Maj. Kurt Sorensen, is a judge advocate for the United States Marine Corps. I am so proud of and inspired by his desire to serve.

The ethos of the USMC and observing Kurt's accomplishments have pushed me to be a better version of myself.

~ Sarah Sorensen

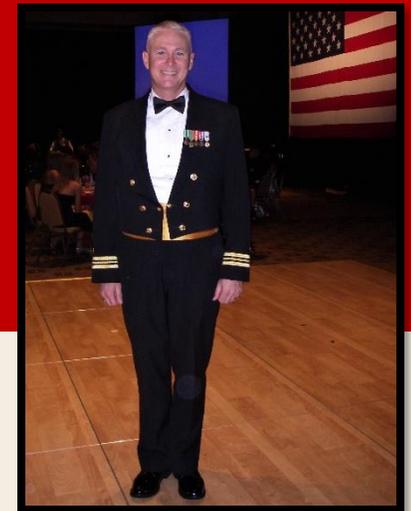


**T/Sgt Robert Fuller, USAF Retired**

My dad, Bob Fuller, was a 20-year veteran in the United States Air Force.

Moving every 1-3 years throughout my childhood to live in different states and overseas has given me a greater sensitivity to, and desire to welcome, the "new kid on the block" in every setting I encounter.

~ Debbie Frazer



**Lt. Commander Stephen B. Sloat, USN Retired**

My husband, Chaplain and Lt. Commander Stephen B. Sloat, USN Retired, has served the U.S. Navy and Marine Corps for 24 years, in active and reserve duty.

While I sacrificed many weeks of time with my husband as he traveled and ministered to thousands of sailors and marines across the globe, I remain proud and pleased that I supported his service.

We love and appreciate those who are and have been in the Armed Forces, protecting and preserving our freedom.

~ Karen J. Sloat



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**Jack L. Ingram, Sr., USN Retired**

Jack joined the Navy at the age of 18, in 1945. He proudly served aboard the Essex-class aircraft carrier, USS Tarawa, named after the Battle of Tarawa in the South Pacific theater.

~ Jack L. Ingram III



**Samuel T. Floyd, USN Retired**

My father is a veteran of the US Navy. He was a Machinist Mate 2<sup>nd</sup> Class (Submarine Service). Our family enjoys hearing his old stories of him at sea. We honor his sacrifice and service to our country.

~ Brittany Gordillo



760-779-1313

Or Current Resident

*This is an advertisement.*



## **On-Call Time!** *By: Sarah Sorensen*

Are you an employee who works “on-call hours” and are only compensated when you are called upon to work? Are you an employer whose business prides itself on 24/7, quick service with employees who can be called upon at any time to service a customer?

A business that relies heavily on on-call time has implications for both employees and employers. Under certain circumstances, California labor law requires employers to compensate employees as hours worked for their time spent on-call, even if they may not be actively working.

The degree to which the on-call employee is free to engage in personal activities is the

key issue in determining whether the employee must be compensated for at least some on-call time. Relevant related factors are the required response time, geographical restrictions imposed, whether the employee can turn down or trade responsibilities, and whether employees can actually engage in personal activities, among others.

If you are an employer or employee who has questions about an on-call/standby time arrangement, the attorneys at the Law Office of Karen J. Sloat APC have the knowledge and experience to guide you.

## **Virtual Or In Person Sexual Harassment Prevention Training**

California employers with 5 or more employees are **required by law** to provide 2 hours of sexual harassment prevention training to all supervisors and 1 hour of training to nonsupervisory employees before January 1, 2021. Contact our office at 760-779-1313 to schedule your training.

**Deadline to Complete  
January 1, 2021**

