



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

Caring For Clients While Pursuing Justice

LOOKS news

Karen Cares...

After overcoming the hurdles of the last two years, can business really return to usual? Yes. Let's all embrace change! Enjoy a fresh new start to impact our local communities with your services and products. Our Team will provide free webinars, seminars and website blogs throughout 2022 to help you get up to speed on current labor laws and H.R. guidance. We hope and pray that your transition back to normalcy is especially successful and exciting. After all, it's spring!



What's New in 2022?

Expanding New Horizons!

We are thrilled to announce that Bety Mercado, one of our bilingual attorneys (Spanish and English), is pursuing justice for the Hispanic community! Ms. Mercado's bilingual background has helped fulfill our mission of Caring for Clients while Pursuing Justice. Her skills as an employment law attorney allow employers to feel confident in communicating their potential needs or concerns in their native language.

“I am very happy to offer my legal skills to service our Hispanic community. The experience from our law firm attorneys is very ample and varied. You can trust that you will be in very good hands coming to us to discuss your legal issues arising from the work environment.” – Bety Mercado, Esq.

El despacho jurídico Law Office of Karen J. Sloat, APC lo puede guiar para que cumpla con los requisitos de las leyes y regulaciones laborales. Si usted está enfrentando alguna reclamación o demanda o simplemente tiene preguntas o inquietudes, comuníquese con nosotros hoy mismo para programar una consulta.

Estamos aquí para atenderte en tu idioma.



Happy May Day!!!

What is “Caring for Clients while Pursuing Justice?”

To encourage our business clients, we’d like to share some victories achieved, despite some very high initial settlement demands from employees’ attorneys. As you can see, our zealous representation of clients has reduced or eliminated employer liability.

Claims	Demand Amount	Settlement Amount
Wage and Hour	\$442,916.04	\$35,000
Medical Discrimination	\$350,000	\$75,000
Discrimination	\$285,000	\$25,000
Discrimination and Retaliation	\$180,000	\$0
Wage and Hour, Discrimination & Harassment	\$137,190	\$6,000

So, if you’re considering closing up shop or fleeing the state to avoid an employee’s terrifying demands or a filed Complaint, wait! Take the time to consult with our Team so we can evaluate the alleged claims against your potential defenses and evidence, to reduce liability. Please don’t assume you need to fight your battle alone. We’re here for you.

Tips for 2022 COVID-19 Supplemental Paid Sick Leave

1. Employers with 26 or more employees must pay qualified employees for COVID-19 leave retroactively to January 1, 2022, and through September 30, 2022.
2. This paid leave is required not only for the employee’s own COVID-19 illness, but also when the employee must care for a qualified family member with COVID-19 or one who is in isolation or quarantine, or when the employee’s childcare is necessary due to a school closure, and in other circumstances.
3. Supplemental COVID-19 paid leave is in addition to other leaves available, including California paid sick leave.
4. Unfortunately, the law provides no tax credit or employer reimbursement from government funds. Senate Bill 114.

The required poster for businesses is here:

<https://www.dir.ca.gov/dlse/COVID19resources/2022-COVID-19-SPSL-Poster.pdf>

For answers to FAQ about this type of leave, please explore the following link:

<https://www.dir.ca.gov/dlse/COVID19Resources/2022-SPSL-FAQs.html> or call our office for a consultation.



“Labor” Laughs!

“Oh, don’t worry. It’s just allergies.”... Or is it?

As the weather changes, staff members may experience sneezing, coughing, and congestion. Usually, as the weather changes, we blame these side effects on allergies. Now, with COVID at large, how can you tell the difference?

As COVID-19 persists, it is always better to be safe than sorry. If any staff member shows signs or has symptoms of COVID-19, they should isolate and get tested or quarantine, before returning to the workplace.

Employers Can Now be Charged with the Crime of Intentional Wage Theft? No Way!

California Assembly Bill 1003, effective January 1, 2022, added Section 487m to the California Penal Code, establishing a new type of grand theft for employers. Any employer who engages in intentional theft of an employee’s wages can be charged with the misdemeanor of grand theft. Grand theft occurs if the employer intentionally deprives one employee of wages over \$950 or deprives two or more employees of wages over \$2,350 in the aggregate, within any consecutive 12-month period.

“Theft of wages” is when an employer intentionally deprives an employee *or contractor* of their wages, benefits, or other compensation by unlawful means, with the knowledge that the compensation is due to the worker.

The California Department of Industrial Relations (DIR) defines Wage Theft as including such common errors as failing to: pay an employee for all hours worked, allow meal and rest breaks, permit sick leave, reimburse business expenses or provide a negotiable paycheck!

This crime is classified as a misdemeanor with a punishment of \$1,000 and up to one year in jail, plus restitution of wages and compensation.

As you can see, many of these types of wage theft could occur due to a mistake or ignorance about the wage and hour laws that govern all employers. It is critical for employers to get training and advice on complying with California labor laws, so they can avoid the above circumstances.

Don’t get caught for wage theft. Make sure that you pay employees and contractors properly, keep accurate and complete time records and classify workers as employees, according to California laws.



April Showers Bring May Flowers...


And a NEW look for LOOKS!




Our NEW parking lot!



Our NEW landscaping and a walkway to our NEW sitting area!



We want to congratulate our NEW Team Leader, Brittany Gordillo! Ms. Gordillo has been part of LOOKS for six years now. She works hard, efficiently, and can easily jump over any hurdle in her path! We are incredibly proud of Ms. Gordillo in her professional growth, and we are grateful for her work ethic and positive attitude every day.



We would also like to welcome our newest Legal Secretary, Maria Aguilar! Ms. Aguilar joined our LOOKS family at the beginning of March. We are incredibly grateful for Ms. Aguilar's positive attitude and eagerness to help the community's fight for Justice!

Law Office of
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Or Current Resident

This is an advertisement.



Happy May Day!

May Day celebrates femininity, fertility, and spring! This holiday goes back to Roman times as a festival of flowers. It was a five-day festival that honored the Goddess Flora with offerings of flowers, dancing, and ringing bells. The tradition of celebrating May Day is singing and dancing around a maypole that is tied with colorful ribbons. A European tradition for May Day is to hang May baskets on neighbors or friends' doorknobs. If the recipient caught someone in the act of hanging a basket on his or her door, he or she had to chase the other person and give them a kiss! Young women would wash their face in May Day dew early in the morning, as it was believed to enhance their beauty and attract a husband. So, don't be a stranger and be a good neighbor- leave a basket filled with flowers and treats with your neighbors!



*Update Your Employee
Handbooks for 2022!*



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