



*Alliance For  
Workforce Development, Inc.  
Providing pathways to success*

SIERRA COUNTY

# Community Coordinator Report

Q3 | JANUARY, FEBRUARY, MARCH 2023

## EXPANDING PARTNERSHIPS: ONE COUNTY TO THE NEXT

Alliance for Workforce Development, Inc. (AFWD) and Sierra Buttes Trail Stewardship recently teamed up in an effort to create jobs that would benefit the cleanup and repair due to damage done by the Dixie Wildfire of 2021 within Plumas County. AFWD will be helping to provide them with not only the recruitment candidates for their up and coming projects but also supplies for their staff including tools such as chainsaws, clothing/boots needed and even a vehicle to transport employees to and from their worksites. Our goal is to help utilize our funding in an effort to not only create more jobs but to be able to assist when a business may have a financial strain on needs for their work sites.

With such a strong relationship blossoming, AFWD along with Sierra Buttes Trail Stewardship will be expanding our partnership into the Sierra County area. It is our hope that we can not only continue working together to help improve the quality of our forests and trails but to also empower our community by offering employment and assistance to business owners and community members alike. Through different grant programs, AFWD has the opportunity to provide its resources to all businesses within Sierra County and would love an opportunity to create more mutually beneficial partnerships



**Sierra Buttes  
Trail Stewardship**

---

# LABOR LAW UPDATE 2023

Labor Law Attorney, Ann Wicks presented at the Training Place in Chico this December to provide a labor law update, covering several significant changes affecting California employers this coming year. In this report, I'll summarize some of the notable items discussed during this presentation. This is not to be used as a substitution for legal advice or council. Please review all legislative bills, primary sources, and their contact resources, and check with your attorney for guidance.

Let's start with wages. Minimum wage increased to \$15.50 on January 1, 2023 and minimum Salary increased to \$64,480 annually.

SB 1162: California Pay Transparency Law now requires all employers to provide a pay scale for all positions which are held by employees and furnish the scale upon request, as well as maintain job title and wage history for all employees throughout employment and for three years after separation. Employers with 15 employees or more are now required to post pay ranges for all job advertisements, including flyers and social media publications. Employers with 100 or more employees are now required to participate in Pay Data Reporting. Finally, employees are now protected against retaliation for exercising their right to discuss collective activity issues, such as wages, pay data, and any work-related information.

The California Privacy Rights Act (CPRA) has been updated to require that employee information is protected, much like consumer data. Employees can request their data and employers must respond within 10 business days, and provide data within 45 calendar days

New discrimination and healthcare protections include protections for off-duty cannabinoid use (FEHA), effective January 1, 2024, and reproductive health (SB 523, AB 2091, AB 1242, AB 2223, AB 2134). They also prohibit the display of various hate symbols (AB 2282). Finally, they require hotel employers to report information witnessed with regard to human or sex trafficking (AB 1788).

SB 1126 now requires employers with 5 or more employees to provide a legitimate retirement savings program or participate in CalSavers.

Bereavement Leave protections have increased from three days to five for employers with 5 or more employees (AB 1949).

Union Activity Rights (SB 931) – Public employers are now required to permit employees to discuss, establish and maintain employee organizations. The bill provides a resource for employees to file claims which could result in huge fines.

These updates to labor legislation are time-consuming challenges that will likely affect most California employers. AFWD is always ready to help connect employers and job seekers to community resources to help navigate the ever-evolving nuances that affect our business and employment goals. Please contact us for assistance at [www.afwd.org](http://www.afwd.org) or by calling or visiting any of our offices.





# SIERRA COUNTY AFWD Q3 Statistics

## Unemployment Information

UNEMPLOYMENT RATES AS OF 13/23:

**CALIFORNIA:** 4.3%

**SIERRA COUNTY:** 6%

TOP 3 AFFECTED INDUSTRY SECTORS:

- 1 ACCOMMODATION & FOOD SERVICE
- 2 ADMIN, SUPPORT, WASTE MGMT, & REMEDIATION
- 3 AGRICULTURE, FORESTRY, FISHING & HUNTING



## AFWD Q3 Statistics

**TOTAL AFWD  
BUSINESSES  
SERVED:  
1,763**

**TOTAL AFWD  
CLIENTS  
ENROLLED:  
684**

**SIERRAVILLE**  
305 South Lincoln St.  
(530) 994-3349

A proud partner of America's Job Center of California<sup>SM</sup> network.