

Community Coordinator Report

Sierra County

OCTOBER-DECEMBER
2019

New Connection for Sierra County One-Stop



Working with people and helping them reach their full potential has been a lifelong career objective for Debra Devenzio. Whether as a Compliance Officer for Community Development or as a Probation Officer for Law Enforcement, she understands the importance of listening to clients' needs. While working for Incorporated Senior Citizens of Sierra County, Debra was instrumental in assisting seniors obtain a much-needed ramp for wheel chair access, including identifying the legal aid needed in the process, to obtaining funds for said ramp.

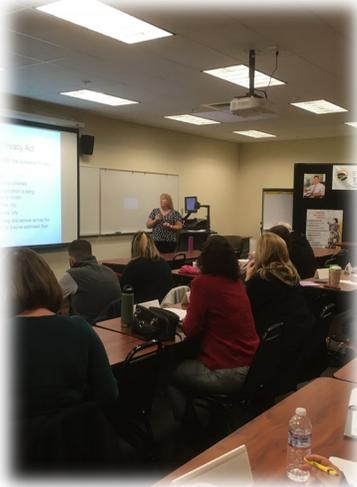
Developing strong relationships with business owners, stake holders, and local government agencies are some of the talents Debra brings to this new position as Resource and Referral Coordinator with Alliance for Workforce Development, Inc. (AFWD) in the Sierraville office. In this capacity, she will be able to apply her experience to further assist the job seekers and businesses in Sierra County.

Sierra office is located at 305 S. Lincoln Street, Sierraville, CA 96126, (530) 994-3349.

Office hours: 9am-2pm Monday-Friday



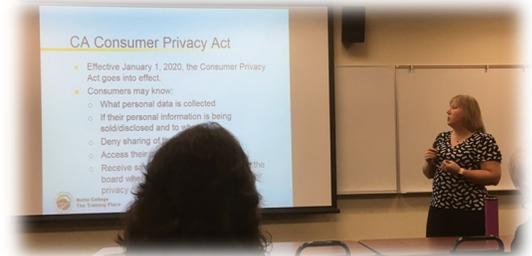
Labor Law Workshop 2020



With 2020 on the horizon and new laws effecting California employers the first Labor Law Update Workshop was held at The Training Place/Butte College in Chico on December 4, 2019. This presentation was filled with many new rules and laws impacting employers as of January 1, 2020. Ann Wicks, the presenter, is a Labor Law attorney whose practice includes all aspects of employment law. Her experience includes start-ups, venture capital firms, and other large and small businesses. In recent years, her focus has been on growing businesses in Northern California.

This year's workshop covered the new wage and hour changes, various issues surrounding the independent contractors, training requirements for firms on harassment, discrimination and retaliation, the new lactation accommodation rules and other newly enacted laws for 2020. One of the unusual laws passed was the Crown Act which dealt with hairstyles. This new rule creates a respectful and open workplace for natural hair. California is the first state to ban discrimination against natural hair styles. Ms. Wicks suggested, "Employers should update their dress/grooming policies to comply with the CROWN Act and review their handbooks to make sure all of their policies comply with the newly enacted laws."

Another new rule of interest is the Lactation Accommodation. Employers with 5 or more employees must provide a lactation location - other than a bathroom, in close proximity to the employee's workplace and allow employee to express milk in private. The employer must also provide a sink with running water and a refrigerator or other cooling devise suitable for storing milk.



Each year, the Labor Law Workshop presents an overview of the change's employers can expect for the new year. This year is particularly challenging, as there were a broad spectrum of rules including organ donation leave of absence, the Sexual Harassment Prevention training requirements, and the 'No Rehire' clause for workers who sue their employer and settle their case. Again, Ms. Wicks cautioned employers to review their HR policies.

This year was no exception to the realizing that doing business in California presents its challenges. With the lower unemployment rates, many employers are currently offering higher wages and better accommodations in order to attract better qualify employees. This early 2020 Labor Law workshop saw new employers attending for the first time. Collectively, the participants agreed the information shared was very informative.



Butte College



AFWD America's Job Center of California

Statistics

PY 2019-2020 Q2



Sierra County

One-Stop Visitors

47

Businesses Served:

4

Business Services:

21

AFWD

Clients Enrolled:

674

Unemployment Rate

(As of: November 2019)

4.0%

