

California Employment Application Guidelines

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Below is a summary of two new laws for California job applications, SB 1412 and AB 2282. Senate Bill 1412 - Applicants for Employment & Limiting Criminal History Inquiries. Existing California law prevents employers from asking job applicants to

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disclose information concerning criminal history until a conditional offer of employment has been made.

~~2019 California Job Applicant Law Changes~~

Employers can ask if an applicant is over 16, over 18 or over 21 depending on job requirements. If the date of birth is necessary for a background check, it can be obtained during the background ...

~~What Not to Ask on an Employment Application in Calif.~~

State of California Application Instructions Read the following instructions carefully before completing this application. Please complete the application on a computer or print in ink. All questions must be answered completely and accurately, except as noted. You may be disqualified for any false or misleading statements or for omitting information.

~~Examination and Employment Application — State of California~~

The Department of Fair Employment and Housing has developed this guide to provide employers with guidance relating to inquiries that can be made to applicants and employees. The California Fair Employment and Housing Act (FEHA) prohibits any non-job-related inquiries of applicants or employees, either verbally or through the use of an application form, that express, directly or indirectly a limitation, specification or discrimination as to race, religious creed, color, national origin ...

~~WHAT CAN EMPLOYERS ASK APPLICANTS AND EMPLOYEES?~~

California- If an employer, without using the services of a third party, uses public records pertaining to individuals' character, general reputation, personal characteristics or mode of living for employment purposes, the employer must include on the employment application a checkbox in which applicants can waive their right to receive a

~~EMPLOYMENT APPLICATIONS: WHAT TO AVOID, WHAT TO INCLUDE~~

What questions are prohibited from being asked on an employment application, and why? Age/date of birth: Generally, age is considered not to be relevant in most hiring decisions, and therefore, date-of-birth questions are improper. Age is a sensitive pre-employment question, because the Age Discrimination in Employment Act protects employees 40 years old and above from discrimination based upon age.

~~Employment Application — State Specific — Employment ...~~

Information on Minors and Employment. Almost all minors under the age of 18 are subject to California's child labor protections. Under the California Labor Code, "minor" is defined as any person under the age of 18 years required to attend school under the provisions of the Education Code, and any person under age six.

~~Information on minors and employment~~

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An explanation of lawful and unlawful interview and application questions by providing a general framework to ensure that the organization's employment application form and interview questions ...

~~Guidelines on Interview and Employment Application Questions~~

The State of California offers a wide variety of careers and jobs, ranging from accounting to zoology. The services our employees provide are truly essential to the people of California. In public service, you will spend every day doing work that is vital to your state and your community.

~~State of California—Seeking a State Job? Start here.~~

Administers the Job Service, Unemployment Insurance, Disability Insurance, Workforce Investment Act, and Welfare-to-Work programs and handles the audit and collection of employment taxes and maintains employment records for more than 19 million California workers.

~~Employment Development Department | California~~

Cal/OSHA Guidance on Requirements to Protect Workplaces from COVID-19 General Workforce. Interim General Guidelines on Protecting Workers from COVID-19 – Updated May 14, 2020 English; Know Your Rights: Safe and Healthy Workplace in California Video – Posted Apr. 28, 2020 English; Health Care Facilities

~~Coronavirus 2019 (COVID 19) Resources for Employers and ...~~

Department of Fair Employment and Housing – Job protection and employment discrimination. OnwardCA – One-stop resource for Californians impacted by job loss during the COVID-19 pandemic. Additional Resources. Essential Needs – Includes food, health, housing, and other assistance.

~~Coronavirus 2019 (COVID 19) – California~~

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Employers are required to give an employee or job applicant, upon request, a copy of any instrument that the employee or applicant has signed relating to the obtaining or holding of employment. Labor Code Section 432

~~Personnel files and records – California Department of ...~~

The State of California has a merit-based civil service selection system, so before you can work for the state, you need to

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pass an examination. If you meet the minimum requirements (also known as minimum qualifications) for your specific classification of interest, you can apply to take the examination if it is currently available.

~~Employment Opportunities at the ... California DMV~~

The California Fair Employment and Housing Act (FEHA) prohibits hiring practices that discriminate against applicants or independent contractors based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition (cancer-related conditions and genetic characteristics), genetic information, marital status, sex, gender, gender identity, gender expression, age (40 years and older), sexual orientation, or military and veteran status of any ...

~~California Hiring laws & HR compliance analysis~~

Check the California Department of Fair Employment and Housing's information about COVID-19 infection in the workplace. For information about recording and reporting requirements for COVID-19 infection, check the frequently asked questions provided by the CA Department of Industrial Relations. Employer policies and resources

~~Businesses and employers Coronavirus COVID 19 Response~~

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Under California law, truthful communications about job performance or employment qualifications of a current or former employee are privileged as long as the communication is based on credible evidence and made without malice (CA Civ. Code Sec. 47(c)). Privileged communication includes answering the question, "Would you rehire the employee?"

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