

December 29, 2011

## New Hire Notice Template Available for California Wage Theft Prevention Act Compliance

On January 1, 2012, California's new Wage Theft Prevention Act will take effect. The new law requires employers to provide new employees, *upon hire*, with a written disclosure regarding wages and other matters.

The California Labor Commissioner has now prepared a template that employers may use to comply with the notice requirement. The template is available online at [http://www.dir.ca.gov/dlse/LC\\_2810.5\\_Notice.doc](http://www.dir.ca.gov/dlse/LC_2810.5_Notice.doc). The Labor Commissioner is also expected to issue guidance on the law, but has not yet posted any information.

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Employers should note that the new disclosure is not required for new hires who: 1) are directly employed by the state or any political subdivision, 2) are exempt from the payment of overtime wages by statute or wage order, or 3) are covered by a collective bargaining agreement that expressly provides for wages, hours of work and working conditions, and provides for premium wage rates for all overtime worked.

For more details on the new Wage Theft Prevention Act, see our [November 7, 2011 Employment Law Alert](#).

**Miller Law Group exclusively represents business in all aspects of California employment law, specializing in litigation, risk management, wage and hour class actions, ERISA litigation, and appellate law.** If you have questions about your workplace obligations, please contact Michele Ballard Miller ([mbm@millerlawgroup.com](mailto:mbm@millerlawgroup.com)) or Carolyn Rashby ([cr@millerlawgroup.com](mailto:cr@millerlawgroup.com)), or call (415) 464-4300. To learn more about our firm, visit our website at [www.millerlawgroup.com](http://www.millerlawgroup.com).

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