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Dept. Head & Division Mgr.
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OFFICE OF
LABOR RELATIONS

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April 16, 2002

MEMORANDUM

To: Department Heads and Division Managers

From: Dee Contreras, Director of Labor Relations *Dee*
Terrence Woods, Human Resources Director

Re: Legislative Changes For 2002

This is to inform you of statutory changes affecting personnel and labor relations and how they impact you. The following laws were effective January 1, 2002 and are applicable to the City:

- 1) AB25 Allows domestic partners to use sick leave to care for the child of the domestic partner
- 2) AB800 Prohibits discrimination, among other things, based on language and precludes the employer's right to require employees to speak only English in the workplace
- 3) AB1015 Provides employee protection from discipline for off-duty, legal conduct except where it is materially and substantially disruptive to the employer; protects applicants for whistle blower activities; allows restrictions on smoking for firefighters
- 4) AB1025 Provides reasonable time on break, or unpaid off break, and a private location near the work area, other than a toilet stall, for lactating mothers to express milk