



Wage Theft Protection Act of 2011 Went into Effect on January 1, 2012

01.23.2012

Did you know... AB 469, the Wage Theft Protection Act of 2011, which went into effect on January 1, 2012, inter alia, amends the Labor Code to add Section 2810.5, which requires employers to provide a written notice to nonexempt employees at the time of hire of their rate(s) of pay, designated pay day, the employer's intent to claim allowances (meal or lodging allowances) as part of the minimum wage, and the basis of wage payment (whether paying by hour, shift, day, week, piece, etc.), including any applicable rates for overtime. The notice must be provided in the language the employer normally uses to communicate employment-related information to the employee, through translated notices provided by the Department of Labor.

For the DLSE 's sample notice (which includes more than set out in AB 469) and FAQs, [click here](#).

How Nossaman Can Help

Nossaman's Employment Practice Group assists private and public employers with identifying, implementing, and achieving their goals. Our services include counseling, advice, and litigation on a broad array of employment and labor related matters, including harassment, discrimination, wage and hour, unfair competition/trade secrets, wrongful terminations, executive employment agreements and benefits, leave laws, reductions in force/Warn Act, record retention, and union/employer relations. We also offer investigation and assessment services that often eliminate the threat of a lawsuit and grievances, and give our clients an effective roadmap for responding to inquiries.