

# LANDEGGER & BARON

A PROFESSIONAL CORPORATION

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EMPLOYMENT AND LABOR LAW  
AND RELATED LITIGATION  
ON BEHALF OF MANAGEMENT

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June 9, 2004

Re: The Importance of Compliance with  
California Law In Light Of The California "Bounty Hunter" Statute.

Dear Clients and Friends:

When former Governor Gray Davis left office, he signed the "Bounty Hunter" into law. This anti-employer legislation allows any employee to sue on behalf of all other employees for technical violations of California Labor Law. Some of these laws have not received any publicity and others have been historically ignored by all employers because it did not appear that these technical laws were important and the legal exposure limited. How many of you have filed your employment applications with the California Division of Labor Standards Enforcement as required by California law? In my recent seminars, I found that only 1 in 50 companies are in compliance. Well now, attorneys representing employees are advertising and looking for such violations so that they can sue your company. The financial impact on your company can be devastating. Enclosed find an article from the Ventura Star concerning one of these civil actions and the "Bounty Hunter" law. Now is the time for each and every one of our clients and friends to conduct a compliance review. Our firm is ready to assist you in each and every area of compliance.

- Is your employment application in compliance with California law and have you mailed it to the DLSE?
- Is your new hire checklist in compliance with California law? Are you giving your employees all of the publications required under state and federal law?
- Is your employee handbook in compliance with California law? Do you have all the necessary policies including the new Paid Family Leave policy effective July 1, 2004?
- Is your company in compliance with wage and hour law including rest periods and meal periods? Are you paying your employee's a one hour penalty if they miss their rest and meal periods?
- Are your exempt employees properly classified under state and federal law?
- Have you posted all required notices under CA law? Please note many of the compliance services do not have a complete listing.

Clients and Friends

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- Can you survive a Department of Labor audit including I-9 compliance? Can you survive a Labor Commissioner audit?

I strongly encourage all of you to conduct a compliance review. If you would like our assistance, please contact me to discuss how we can assist you or please mail (1) your current employment application, (2) the new hire checklist with all documents that the employee receives, (3) a copy of the current employee handbook, (4) a copy of the a sample time sheet or time card, (5) a list of all exempt job classifications and (6) a list of all notices that you have posted. After receipt of the material, we will give you a project or hourly quote.

As always, we look forward to working with you to prevent litigation and claims.

Very truly yours,

Alfred J. Landegger

AJL:bam:cc

Enclosures