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The U.S. Department of Labor does not distinguish between part-time and full-time employees and does not provide a definition of part-time employment. Each state can enact its own definition. In California, the Department of Labor Enforcement requires employers to pay at least the state minimum wage to all employees and provide lunch and breaks as needed. Employers must also comply with existing state and federal safety and occupational hazard regulations. In California, employers are required to offer paid leave to employees. However, the Department of Labor does not require employers to provide paid leave to employees, and states can enact their own rest laws. The federal government requires employers to provide unpaid or paid breaks to minors and requires them to pay for discretionary breaks that do not exceed 20 minutes. In California, employers are required to provide all employees with a paid 10-minute break every four hours. Employers are not required to offer paid breaks to employees if they work within 3.5 hours. California employers must provide employees with at least 30 minutes of food at work if they work at least five hours. Employers must provide employees with the ability to take lunch breaks offsite or compensate them for lunch breaks. They are paid for these breaks, so they don't have to allow employees to go offsite during their breaks. Part-time and full-time employees working at night must visit hot food vendors and areas to cook their dishes. Employers who require their employees to stay in the field should provide areas to clean their hands. California has laws that apply to part-time employees who are sent home during the day because there is no available or appropriate work. California employers must pay part-time employees at least half of the time scheduled for the day they send them home. Employers are required to pay employees at least two hours of work, but generally do not have to pay them for more than four hours of work for hours they are not working. Employers who send employees home to avoid injuries from weather or work-related emergencies do not have to pay employees for hours they are not working. Employers also have to pay part-time employees whenever they have to wait for a job at their employer's office. Employers who require employees to stay onsite in case there are jobs available will have to pay for the entire onsite time. California's minimum hourly wage is \$8.00, currently as of March 2011. All employees must receive at least an hourly minimum wage. Employment laws change frequently, so do not use this information instead of legal advice. Seek advice through licensed lawyers practicing law in your jurisdiction. California mandates useless kill switch technology for lost or stolen smartphonesThe new bill, to be proposed to the state legislature in January, will be introduced by Sen. Mark Leno, a Democrat who represents San Francisco and neighboring towns, and George Gascon, San Francisco's district attorney. Gascon is spearheading a push by major law enforcement agencies across the U.S. to do more to prevent smartphone theft. San Francisco District Attorney George Gascon speaks to reporters in his office Thursday. The proposed law could reach far beyond California's borders. The difficulty of producing only phones sold in California and the added cost could help make kill switch technology a standard feature for phones sold across the United States, and smartphone snatching, often with knives and guns, has become one of the largest street crimes in the nation. It accounts for about half of San Francisco's street crime, according to Gascon's office. Gascon and Eric Schneiderman, the New York attorney general, are at the head of a campaign to get phone makers and carriers to do more to make stolen phones useless. Kill switches usually work by wiping off your personal information phone and making it impossible to reactivate or re-program without passcode or other authorization. In theory, we need to sharply reduce the incentive to steal a phone because it becomes useless. Apple and Samsung have already introduced such technology after being contacted by Gascon and Schneiderman. Apple Activation Lock is part of the new iOS 7 operating system and Samsung will preinstall Lojack for Android apps, but it requires an annual subscription. But Microsoft and Google have also been in touch, asking for more, but dragging their feet. A recent survey conducted by Gascon's office found that about four in five iPhone users used activation lock, but that's still a problem, he said earlier this week. Many iPhone owners do not appear to have enabled the solution until activation lock is completely opted out, he said in a statement. This is left putting iPhone users at risk because thieves can't distinguish between devices that have the feature enabled and devices that don't. The bill addresses that issue and is expected to be formally introduced in January at the start of the 2014 California Legislative Assembly. Martin Williams covers general technical bulletin news for mobile communications, Silicon Valley and IDG news services. @martyn\_williams Martin on Twitter at The New Year's Day. Martin's email address was MARTYN\_WILLIAMS@IDG.COM Copyright © IDG Communications Co., Ltd. If you are interested in holding a home funeral for a dead loved one, you need to be aware of the applicable laws. Here's an overview of the rules that control home funerals in California: Do you need a funeral director? California has no law requiring licensed funeral directors involved in making or executing final arrangements. Who has the right to make funeral arrangements in California? This right and responsibility goes to the following people: if you write down instructions before you die your health care agent, if you pre-direct your adult child to your spouse or registered domestic partner, or if a majority of your parents have your siblings, the majority of your children, or your appointed agent for your estate. You can give the person who is not on the list a job to make your final arrangements, but you must do so in writing. (California Health and Safety Code § 7100 and §7100.1) To avoid confusion, we recommend that you make advance directives and give explicit permission to your medical agent to carry out your wishes. For more information on how to create advance directives in California, see California's Living Will and Advanced Health Care Directive. If you are in the military, you can nominate a person to carry out your final wishes on the record of emergency data provided by the Department of Defense. Who pays for your funeral arrangements? If you don't do either of these things and you don't have enough money on your property to pay for funeral supplies and services, your survivors will have to cover the costs. Does the body need to be embalmed? In California, bodies must be embalmed when transported by a general carrier (California Health and Safety Code § 7355 (2018)), but the Funeral Consumers Alliance has a good argument that this law is unenforceable and unenforced. Frozen or dry ice can usually store the body for a short time. There are resources to help you learn to prepare bodies at home for burial and cremation. The National Family Funeral Alliance website is a good place to start. If you die from a contagious disease, you should consult a doctor. Get a death certificate in California If you don't use a funeral director, you're required to fill out a death certificate and submit it yourself. California law requires you to submit a death certificate to your local registrar of birth and death within eight calendar days of death and before disposing of your remains. (California Health and Safety Code § 102775 (2018)) The last doctor to attend a person who died must sign a death certificate within 15 hours and include the date of death, time of death, and cause of death. (California Health and Safety Codes §§102795 and 102800 (2018)) In California, doctors, hospitals, and funeral directors use electronic systems to file death certificates. Some important record offices can provide paper alternatives, while othersTo seek help for using electronic systems. If your office is not ready to assist in this process, be prepared to claim the right to submit it yourself. A certified copy of the death certificate is required, including permission to carry the body to a burial or cremation site after death. You can submit a death certificate and get a certified copy on the same day. Otherwise, you will need to make the return trip to pick up a copy. Be prepared to pay a small fee for each copy. Get permission to transport the body You need to get permission before disposing of the human remains. (California Health and Safety Code § 103050 (2018)) Cemeteries and crematories do not accept bodies without this permission. In California, permits are called disposal permits or burial permits. The cost is about \$12. When you submit a death certificate, you can request a disposition permit from the registrar's office. After having a permit, you can transport the body on your own. Is home burial legal in California? The power to establish places for burials and burials is up to city and county authorities. (California Health and Safety Code § 8115 (2018)) Check with your city or county zoning department to find out if you can establish a cemetery for home burial. If you live in the countryside, it may be possible. What about cremation? Some crematoriums need to use a funeral director to arrange cremation. If you don't want to use a funeral director, make sure the crematorium is willing to accept the body directly from the family. No additional permission is required before cremation. For more information about cremation, including information about ash scattering, see California Burial and Cremation Act. Even supporters of the toughest house funerals who get help with home funerals know that learning to care for their own dead can be difficult, especially in times of grief. If you need help, there are people who can coach you through this process. Visit the National Funeral Website to find local guides, consultants, and other resources. Final Rights, a book by Joshua Slowcam and Lisa Carlson, also provides extensive information on the issue. For more information on how to pre-document your final arrangements and final wishes, see Nolo's Organize your affairs section. Order.

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