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laws Background check limitations To answer these questions and more the book is divided into five chapters The first two chapters deal with the most fundamental of issues what it means to be an employee in California and how to schedule and pay employees It then turns to a discussion of the requirements found in California s primary antidiscrimination and harassment statute the FEHA and how it significantly expands the rights of employees well beyond what is found in the various federal employment laws This is followed by considering California s numerous leave of absence laws as the state goes far beyond anything the federal government requires and provides a dozen different forms of protected leave Finally the book concludes with a day in the life of a California HR director Follow HR Manager Shelia on her journey through a typical day in the world of HR management as she hits on many of the other laws that companies run into on a daily basis in the Golden State

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