



Compliance Checklist

California home-based care employment law

This checklist focuses on compliance with California employment laws, covering non-compete agreements and fair pay through paid sick leave, overtime, and minimum wage policies. Regular audits and legal consultations help maintain ongoing compliance and prevent costly violations.

Non-compete and restrictive Covenant agreements

- 1 Review existing agreements**
 - Ensure all non-compete and restrictive covenant agreements comply with California law.
 - Update any agreements that may be overly restrictive or unenforceable.
Note: California law voids contractual provisions by which a person is restrained from engaging in a lawful profession, trade, or business of any kind.
- 2 Employee communication**
 - Inform employees about the limitations and enforceability of non-compete clauses in California.

Paid sick leave

- 3 Policy review**
 - Verify that your paid sick leave policy meets California's requirements.
 - Ensure accrual rates, usage, and carryover provisions are compliant.
- 4 Employee notification**
 - Provide clear information to employees about their rights to paid sick leave.
 - Display required notices in the workplace.

Overtime calculations

- 5 Compliance Check**
 - Verify that overtime is calculated correctly, including for non-exempt employees working over 8 hours a day or 40 hours a week.

Minimum wage legislation for healthcare workers

- 6 Wage review**
 - Ensure all healthcare workers are paid at least the minimum wage as required by recent legislation.
- 7 Policy updates**
 - Update payroll policies to reflect the new minimum wage requirements.

General compliance

- 8 Regular audits**
 - Conduct regular audits to ensure ongoing compliance with all relevant California employment laws.
- 9 Legal consultation**
 - Consult with legal experts to stay updated on any changes in the law and ensure compliance.

AlayaCare is leading the technology revolution in California home-based care. We pair industry knowledge with product innovation to help ambitious providers grow their organizations, improving the care people receive in the place they call home. EVV ready in California, our platform improves processes from the frontline to the back office to unlock the care your clients deserve.

Disclaimer: The information contained in this checklist is intended to serve as a general guide to assist in understanding certain aspects of California employment law. It is not intended to provide, and should not be relied upon as, legal advice. Employment laws and regulations are complex, subject to change, and vary based on individual circumstances. AlayaCare recommends consulting with a qualified employment law attorney to address specific legal matters and to remain compliant with all applicable laws and regulations.