



2016 LABOR & EMPLOYMENT CALENDAR

JANUARY	FEBRUARY	MARCH
<ul style="list-style-type: none"> 01 California Minimum Wage Increases to \$10/hour* 01 New Year's Day 01 Employees born in or before 1976, are 40 years of age or older.** 18 Martin Luther King, Jr. Day 	<p style="text-align: center;"><u>Black History Month</u></p> <ul style="list-style-type: none"> 02 Groundhog Day 14 Valentine's Day 15 Presidents Day 	<p style="text-align: center;"><u>Women's History Month</u></p> <ul style="list-style-type: none"> 04 Employee Appreciation Day 13 Daylight Saving Time Begins 31 Cesar Chavez Day
APRIL	MAY	JUNE
<p style="text-align: center;"><u>Tax Season</u></p> <ul style="list-style-type: none"> 15 Deadline to file for 2015 Taxes 27 Administrative Professionals' Day 28 Take Our Daughters and Sons to Work Day 	<p style="text-align: center;"><u>Asian-Pacific American Heritage Month</u> <u>Military Appreciation Month</u></p> <ul style="list-style-type: none"> 08 Mother's Day 27 Post State-wide election notice informing employees of their right to take time off to vote 30 Memorial Day 	<p style="text-align: center;"><u>LGBT Pride Month</u></p> <ul style="list-style-type: none"> 7 Presidential Primary Election*** 19 Father's Day
JULY	AUGUST	SEPTEMBER
<ul style="list-style-type: none"> 04 Independence Day 	<p style="text-align: center;"><u>Back-to-School</u></p>	<p style="text-align: center;"><u>Hispanic Heritage Month (09/15 - 10/15)</u></p> <ul style="list-style-type: none"> 05 Labor Day 15 Hispanic Heritage Month Begins
OCTOBER	NOVEMBER	DECEMBER
<p style="text-align: center;"><u>Disability Employment Awareness Month</u> <u>Domestic Violence Awareness Month</u></p> <ul style="list-style-type: none"> 10 Columbus Day 17 Boss's Day 28 Post State-wide election notice informing employees of their right to take time off to vote 	<p style="text-align: center;"><u>Native American Heritage Month</u></p> <ul style="list-style-type: none"> 06 Daylight Saving Time Ends 08 General Election Day*** 11 Veterans Day 24 Thanksgiving 	<ul style="list-style-type: none"> 25 Christmas 31 New Year's Eve

* Re-evaluate salaries of exempt employees in light of the increased State minimum wage. Be aware of minimum wages higher than the State minimum wage in different cities and counties.

** Employees who are 40+ years old are protected from discrimination based on age.

*** Employees get up to 2 paid hours off to vote. Additional time is unpaid.

All employers, regardless of size, are subject to sexual harassment claims pursuant to California law. Sexual harassment training may help prevent and assist in defending against sexual harassment claims, and is required every two years for supervisory employees, or within six months of an employee assuming a supervisory position, for employers with 50 or more employees.