Governor Brown signed a measure that will curtail shakedowns of business owners arising from technical violations of the law designed to protect disability access at California businesses.

SB 1186, among other things, prohibit pre-litigation “demands for money” by attorneys; establish new provisions to prevent "stacking" of multiple claims to increase statutory damages; reduce statutory damages and provide litigation protections for defendants who correct violations.

The bill was introduced to curtail runaway litigation in California which has 40% of the nation’s ADA lawsuits but only 12% of the country’s disabled population.

Governians approved a state constitutional amendment (Proposition 30) which, among other things, increases the statewide sales and use tax rate by 0.25 percent. The current statewide rate is 7.25 percent. Proposition 30 increases the statewide rate to 7.50 percent for four years—from January 1, 2013, through December 31, 2016.

Please visit the website at www.boe.ca.gov, where the BOE will provide more information on the statewide tax rate increase as it becomes available.

For a listing of tax rates, go to http://www.boe.ca.gov/cgi-bin/rates_2013.cgi. As an additional resource for obtaining the sales and use tax rate for a specific address, you may use the free tax rate locator service on the http://www.geotax.com/USTaxLookup/website. That site allows any person to determine local tax jurisdictions and tax rates based on address. That site is not maintained by the Board of Equalization, and the link to that site is provided only as a public service.

All California businesses must display up-to-date labor and safety notices, where all employees can see them to be in compliance with federal and state laws.

The 2012 all-in-one posters do not meet the federal and state 2013 requirements. Updated posters include those listed below:

- CA Discrimination & Harassment is prohibited by Law (December 2012)
- CA Family and Medical Leave Notice B ((December 2012)
- CA Pregnancy Disability Leave Notice A (December 2012)
- CA Unemployment Insurance/Disability Insurance/Paid Family Leave (Revised 11/08 - Released December 2012)

The posters are
- Laminated on both sides and printed in high-quality full color
- Combo measures 27” x 39”
- Posters are guaranteed to be the most up to date versions available

Some companies may also require to post additional notices depending on their operation, such as forklift safety, fire extinguisher use, safe lifting, and bloodborne pathogens. We also have those available and ready to ship.

The cost for the 2013 all-in-one poster is $24.50, which includes postage and sales tax. To order your 2013 labor laws posters, contact Marcos Uribe at marcos@piasc.org (323-728-9500, ext. 299) or you can order online at piasc.org.
The Internal Revenue Service recently issued the 2013 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

The rates take effect on January 1, 2013. According to the IRS, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- 56.5 cents per mile for business miles driven;
- 24 cents per mile driven for medical or moving purposes;

A taxpayer always has the option of calculating the actual costs of using his/her vehicle rather than using the standard mileage rates, the IRS said in its statement.

Under California Labor Code Section 2802, employers must fully reimburse employees for all expenses actually and necessarily incurred. Many employers typically choose to use the IRS mileage reimbursement rate, but its use is optional.

The Division of Labor Standards Enforcement has stated that using the IRS mileage rate will generally satisfy an employer’s obligation to reimburse for business-related vehicle expenses, absent evidence to the contrary. If an employee can show that the chosen mileage reimbursement rate, even the IRS rate, does not cover all actual expenses the employee has incurred, however, the employer must pay the difference.