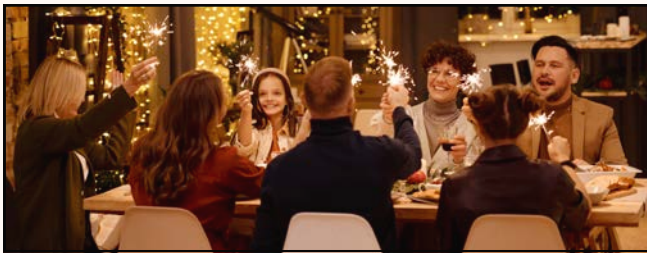


OCTOBER EDITION

NEWSLETTER

HR & Labor Updates for California Restaurants



Halloween & Holiday Scheduling

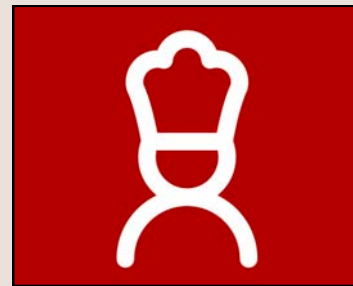
With the holiday season beginning, restaurants must ensure fair scheduling practices. California law requires employers to provide predictable scheduling and honor meal/rest break requirements even during peak hours. Encourage managers to plan shifts early and offer voluntary overtime instead of mandatory last-minute extensions.

Cut Costs, Not Quality.



In today's tough economy, restaurants face shrinking margins, but the solution isn't slashing staff or services, it's smarter spending. Indirect cost procurement can reduce expenses like utilities, credit card processing, and waste disposal by up to 28%, without harming operations. Discover with Schooley Mitchell how proven strategies can protect your bottom line and keep your restaurant thriving, even in uncertain times.

https://www.calrest.org/sites/main/files/fileattachments/sm_icp_article_restaurant.pdf



Meal & Rest Breaks

Ensure compliance with California's meal, rest, and overtime rules: Employees must receive a 30-minute unpaid meal break for every five hours worked and a 10-minute paid rest break for every four hours worked or whenever a shift exceeds two hours. Overtime must be paid at 1.5x the regular rate for hours worked over 8 in a day or 40 in a week, and at 2x the rate for hours exceeding 12 in a single day.

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HR Tip of the Month

Holiday rush ≠ compliance shortcuts

Remind managers to document schedule changes, maintain meal/rest break logs, and review violence prevention protocols. Small steps in October will prevent bigger issues in December.

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