

The 411

From the Office

As we move forward in 2018, I hope that you will take the time to celebrate your achievements instead of berating for what you did wrong or what you should've done. The Fam-

ily Self Sufficiency Program (FSS) is meant as a stepping stone for what may come. Please come visit me if you would like to update your FSS goals.

Never give up on what you really want to do. The person with big dreams is more powerful than the one with all the facts.

-J. Jackson Brown Jr.



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10 Unconventional (But Very Effective) Tips for Job Seekers

<https://www.forbes.com/sites/jacquelynsmith/2013/02/27/10-unconventional-but-very-effective-tips-for-job-seekers/>

1. Be vulnerable. It's okay to ask people for advice.
2. Do not always follow your passion. Passion for the work develops over time as skills increase.
3. Create position. Do not sit around waiting for your "dream job" to open.
4. Learn how to listen. Job seekers are so caught up in conveying a certain message that they often fail to listen.
5. Start at the top and move down. Use tact, respect and clarity during the process.
6. Build a relationship with the administrative assistant. You will want to build a strategic relationship with the personnel at all levels.
7. Do not apply for a job as soon as you find it. Research the company and the professionals who work there.
8. Focus on body language.
9. Do not focus on finding a job you love now. Assess the opportunity that may exist in five years.
10. Become the company's greatest fan.

SEVEN REASONS NOT TO APPLY FOR A JOB

1. Lack skills.
2. Lack experience.
3. Lack educational requirements.
4. The job/company isn't a fit for you.
5. Living in the wrong place.
6. Cannot work the schedule they are requesting for.
7. Short on connections.

For more info, visit

<https://www.thebalance.com/top-reasons-not-to-apply-for-a-job-2059544>

For more information about the FSS program, contact Bow Lee at 530-895-4474 extension 234.

“Ban-the-Box” Law 2018 for California

<https://tbowleslaw.com/2017/12/18/whats-new-2018-california-adopts-ban-box-law/>



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California added a provision to the Fair Employment and Housing Act (FEHA) banning employers from asking applicants for criminal convictions before a conditional offer of employment has been made. Effective January 1, 2018, [Government Code 12952](#) will prohibit California employers with five or more employees from making pre-offer inquiries concerning criminal background.

Initial Applicant Screening. An employer may not include questions on an employment application form, or otherwise inquire into or consider criminal conviction history before the employer makes a conditional offer of employment to the applicant.

Conditional Offer and Fair Chance Process. Once an employer makes a conditional offer, it may require the candidate to disclose criminal conviction information. Before reversing that offer to hire, the employer must assess the nature, gravity and timing of the applicant's convictions, completion of any sentence, and how the convictions relate to the job being sought.

If on that review an employer decides to rescind the offer, it must notify the applicant in writing of that preliminary decision, the conviction(s) upon which

that decision is based, and the applicant's right to respond within five business days, along with a copy of any conviction history report. If within that time the applicant notifies the employer in writing that he/she disputes the conviction history, he/she may have an additional five days to obtain evidence before fully responding.

The employer must consider any information an applicant submits before making its final decision. Should the denial of employment stand, the employer must notify the applicant in writing of: (1) its final decision; (2) any procedure the employer has for the applicant to dispute the decision; and (3) the applicant's right to file a complaint with the Department of Fair Employment and Housing (DFEH).

Banned Considerations. This new law prohibits an employer from considering most arrests that were not followed by a conviction, referral to a diversion program, and sealed, dismissed, or expunged convictions.

Exemptions from the Law. New section 12952 does not apply to certain government positions, hiring of farm labor contractors, and positions for which the law requires a criminal background check.

Repeal/Retention of Existing Law. The new law repeals [Labor Code 432.9](#), which banned state and local agencies from making criminal history inquiries while leaving in place [Labor Code 432.7](#) which bans employer inquiries into arrests or detentions not resulting in conviction.

Affected California employers should review new section 12952 and what they must do to comply, including modifying employee applications and adjusting assessment and interviewing protocol, to ensure lawful inquiry into an applicant's criminal history.

Deadline to file 2017 taxes is **Tue., Apr. 18, 2018.**