

california labor law handbook 2023

California Labor Law Handbook 2023: What You Need to Know

california labor law handbook 2023 serves as an essential guide for both employers and employees navigating the complex landscape of labor regulations in the Golden State. Whether you're running a small business, managing a large workforce, or simply want to understand your rights as a worker, this handbook provides crucial updates and detailed explanations about California's labor laws for the year 2023. With frequent changes in wage rules, workplace safety standards, and employment protections, staying informed is more important than ever.

In this article, we'll dive deep into the most significant updates and practical insights from the California labor law handbook 2023, helping you stay compliant and empowered. Along the way, we'll explore key provisions like minimum wage adjustments, paid family leave enhancements, anti-discrimination protections, and more—ensuring you get a well-rounded understanding of what this year brings.

Understanding the Scope of the California Labor Law Handbook 2023

The California labor law handbook is not just a book of rules; it's a comprehensive resource that outlines the rights and responsibilities of workers and employers within the state. The 2023 edition reflects all recent legislative changes and court decisions affecting workplace policies, wage laws, employee benefits, and safety standards. This makes it a go-to reference for HR professionals, business owners, and employees alike.

Who Needs to Use the Handbook?

The handbook is valuable for a broad audience:

- **Employers:** To ensure compliance with state laws and avoid costly penalties or lawsuits.
- **Human Resources Managers:** To craft updated employee handbooks, train staff, and manage workplace disputes.
- **Employees:** To understand their rights around wages, breaks, discrimination, and leave policies.
- **Legal Professionals:** For reference in labor disputes and regulatory advice.

Key Updates in California Labor Law Handbook 2023

Every year, California's legislature passes new laws that impact workplace regulations. The 2023 handbook consolidates these changes, making it easier to stay current.

Minimum Wage and Overtime Changes

One of the most closely watched topics in California labor law is the minimum wage. For 2023, the minimum wage has increased in many cities and counties, reflecting the state's commitment to a living wage. The handbook details:

- **Statewide Minimum Wage:** \$15.50 per hour for all employers regardless of size, effective January 1, 2023.
- **Local Ordinances:** Cities like Los Angeles, San Francisco, and San Jose have higher minimum wages; employers must comply with whichever is greater.
- **Overtime Rules:** Clarifications on daily and weekly overtime calculations, including special rules for industries like healthcare and agriculture.

Understanding these distinctions is crucial for payroll accuracy and avoiding wage claims.

Expanded Paid Family Leave and Sick Leave Benefits

California has long been a leader in progressive leave policies. The 2023 handbook highlights recent expansions:

- **Paid Family Leave:** Increased wage replacement rates and extended benefits for workers caring for seriously ill family members or bonding with a new child.
- **COVID-19 Related Leave:** Although many emergency provisions have expired, some protections remain for workers needing time off due to vaccine side effects or exposure.
- **Paid Sick Leave:** Employers must provide at least 24 hours or three days of paid sick leave annually, with some cities requiring more generous accruals.

These updates help employees balance work and personal health needs, and employers should carefully update their policies accordingly.

Workplace Protections and Anti-Discrimination Laws

California's labor laws are known for robust protections against workplace discrimination and harassment, and the 2023 handbook underscores recent developments in this area.

Expanded Protected Categories

The law now explicitly protects workers from discrimination based on:

- Gender identity and expression
- Marital status
- Immigration status
- Genetic information
- Victim status related to domestic violence or sexual assault

Employers must update their anti-discrimination policies and training programs to reflect these inclusions.

Mandatory Harassment Prevention Training

The handbook reiterates the requirement that all employers with five or more employees provide sexual harassment prevention training annually. For supervisors, this training must be interactive and cover California-specific laws. The 2023 update encourages employers to include training on bystander intervention and microaggressions to foster a more inclusive workplace culture.

Wage Theft Prevention and Recordkeeping Requirements

One of the more technical but vital sections of the California labor law handbook 2023 involves wage theft prevention and detailed recordkeeping.

What Employers Must Do

To comply with new regulations:

- Maintain accurate payroll records, including hours worked, pay rates, and deductions for at least four years.
- Provide written wage statements to employees every pay period, clearly showing the breakdown of their earnings.
- Notify employees in writing of any changes to pay rates or wage deductions promptly.

Employee Rights and Remedies

Workers have the right to request and review their payroll records and can file complaints with the California Labor Commissioner if they suspect wage theft or inaccurate payments. The handbook emphasizes the importance of understanding these rights to protect oneself from unfair labor practices.

Health and Safety Regulations in 2023

Workplace safety remains a top priority, especially in industries like construction, manufacturing, and healthcare.

Cal/OSHA Updates

The 2023 handbook outlines new Cal/OSHA standards, including:

- Enhanced respiratory protection requirements in certain work environments.
- Updated heat illness prevention protocols applicable year-round in outdoor workplaces.
- Revised guidelines for injury and illness reporting to improve data collection and prevention strategies.

Employers are reminded to conduct regular training and maintain accessible safety plans to comply with these mandates.

Mental Health in the Workplace

Recognizing the growing focus on employee wellness, the handbook includes guidance on addressing mental health concerns. It encourages employers to create mental health support programs and comply with laws protecting employees from retaliation when requesting

accommodations related to psychological conditions.

How to Use the California Labor Law Handbook 2023 Effectively

With so many details and nuances, the California labor law handbook 2023 can feel overwhelming. Here are some tips on making the most of this resource:

1. **Regular Review:** Labor laws evolve frequently, so revisiting the handbook quarterly or biannually can help keep you updated.
2. **Customize for Your Business:** Use the handbook as a foundation to build tailored policies that reflect your industry and workforce size.
3. **Training Tool:** Incorporate handbook guidelines into employee onboarding and ongoing compliance training programs.
4. **Consult Experts:** When in doubt, seek advice from labor law attorneys or HR consultants familiar with California regulations.

By integrating these practices, you can reduce legal risks and foster a fair, transparent work environment.

Looking Ahead: Emerging Trends in California Labor Law

The 2023 handbook also hints at the future direction of labor regulations. Topics gaining attention include:

- **Gig Economy Protections:** Efforts to extend labor rights to gig workers and independent contractors continue to develop.
- **Climate Change and Workplace Safety:** New rules may emerge addressing environmental impacts on worker health.
- **Technology and Privacy:** Balancing employee monitoring with privacy rights is becoming a pressing issue.

Staying informed about these trends will help employers and employees prepare for upcoming changes and maintain compliance.

Navigating California's labor laws can be tricky, but armed with the comprehensive guidance of the California Labor Law Handbook 2023, you're better equipped to understand your legal landscape. Whether you're ensuring fair wages, fostering workplace safety, or upholding anti-discrimination protections, this handbook remains an indispensable tool for success in California's dynamic labor market.

Frequently Asked Questions

What are the key updates in the California Labor Law Handbook 2023?

The 2023 updates include changes to minimum wage rates, expanded employee protections related to workplace harassment, new regulations on employee classification, and updated COVID-19 workplace safety guidelines.

What is the minimum wage in California according to the 2023 labor law handbook?

As of 2023, the minimum wage in California is \$15.50 per hour for all employers regardless of the number of employees.

Does the California Labor Law Handbook 2023 address remote work policies?

Yes, the handbook includes guidance on remote work, emphasizing employer responsibilities for providing safe work environments and compliance with wage and hour laws for remote employees.

What are the new requirements for employee meal and rest breaks in 2023?

The 2023 handbook reiterates that employees are entitled to a 30-minute unpaid meal break for shifts over 5 hours and a 10-minute paid rest break for every 4 hours worked, with stricter enforcement on compliance.

How does the 2023 handbook address employee classification under California labor law?

The handbook clarifies the application of the ABC test for independent contractor classification, emphasizing stricter criteria to prevent misclassification and ensure proper employee rights.

Are there new protections for whistleblowers in the 2023 California Labor Law Handbook?

Yes, the 2023 handbook expands whistleblower protections, prohibiting retaliation against

employees who report violations of laws or unsafe working conditions.

What does the handbook say about paid family leave benefits in 2023?

The handbook outlines that California's Paid Family Leave program continues to provide up to 8 weeks of partial wage replacement for qualifying employees caring for family members or bonding with a new child.

How are COVID-19 workplace safety protocols addressed in the 2023 handbook?

The handbook updates COVID-19 protocols to align with current public health guidance, requiring employers to implement reasonable measures such as vaccination policies, masking, and ventilation improvements.

What are the rules regarding overtime pay in the 2023 California Labor Law Handbook?

Overtime must be paid at 1.5 times the regular rate for hours worked over 8 in a day or 40 in a week, and double time for hours over 12 in a day, consistent with previous standards.

Does the 2023 handbook provide guidance on anti-discrimination laws in the workplace?

Yes, it reinforces California's strict anti-discrimination laws, including protections based on race, gender, sexual orientation, disability, and other protected categories, along with employer obligations for prevention and remediation.

Additional Resources

California Labor Law Handbook 2023: A Comprehensive Review of Key Updates and Compliance Guidelines

california labor law handbook 2023 serves as an essential resource for employers, employees, and legal professionals navigating the complex landscape of workplace regulations in the Golden State. As California continues to lead the nation in progressive labor standards, the 2023 edition of this handbook reflects significant legislative changes, court rulings, and administrative updates that impact wage laws, employee rights, and employer obligations. This article presents an in-depth analysis of the latest developments featured in the California labor law handbook 2023, highlighting critical compliance requirements and practical considerations for businesses operating within California's jurisdiction.

Understanding the Scope of the California Labor Law Handbook 2023

The California labor law handbook 2023 compiles statutory regulations, case law interpretations, and enforcement policies governing employment relationships. Unlike federal labor laws, California's statutes often provide more expansive protections for workers, making this handbook a crucial tool for ensuring regulatory adherence. The handbook spans various topics—from minimum wage adjustments and overtime rules to anti-discrimination measures and family leave entitlements.

Employers in California face unique challenges given the state's dynamic legal environment. The handbook not only clarifies workers' rights but also outlines employer responsibilities, including notification requirements, recordkeeping mandates, and penalties for non-compliance. Additionally, it incorporates guidance from the California Department of Industrial Relations and the Division of Labor Standards Enforcement, offering authoritative viewpoints on contentious issues.

Key Legislative Updates in 2023

One of the most notable aspects of the California labor law handbook 2023 is its inclusion of recent legislative enactments that reshape workplace standards. Among these, the following stand out:

- **Minimum Wage Increase:** California's statewide minimum wage rose as scheduled, with the 2023 rate set at \$15.50 per hour for all employers, regardless of business size. This increment affects payroll budgeting and wage compliance for numerous businesses.
- **Expansion of Paid Family Leave:** The handbook details enhancements to the Paid Family Leave program, including extended duration and increased wage replacement percentages, reflecting California's commitment to supporting work-life balance.
- **Workplace Safety Enhancements:** New provisions address heat illness prevention and indoor air quality standards, especially relevant for industries like agriculture and manufacturing.
- **Employee Classification Clarifications:** In response to ongoing debates around gig economy workers, the 2023 handbook elaborates on criteria differentiating employees from independent contractors, guided primarily by the ABC test.

These updates require employers to reassess their policies and practices to avoid costly disputes or penalties.

Wage and Hour Regulations

The California labor law handbook 2023 dedicates substantial coverage to wage and hour laws, a perennial area of employer-employee contention. It reiterates California's stringent overtime

requirements, which often exceed federal standards, including daily overtime pay for hours worked beyond eight in a day and double time after 12 hours.

Furthermore, the handbook emphasizes mandatory meal and rest breaks, specifying that employees are entitled to a 30-minute unpaid meal break for shifts exceeding five hours and a 10-minute paid rest break for every four hours worked. Failure to provide these breaks results in premium pay obligations.

Another focal point is the updated regulations on piece-rate compensation. The handbook clarifies how employers must account for non-productive time, such as rest breaks, when calculating hourly wages for piece-rate workers. This nuanced guidance helps prevent inadvertent violations of wage laws.

Anti-Discrimination and Harassment Protections

California sets a high bar for workplace equality, and the labor law handbook 2023 reflects an expanded framework for combating discrimination and harassment. The handbook outlines protections under the Fair Employment and Housing Act (FEHA), which covers a broad array of protected classes beyond federal definitions, including sexual orientation, gender identity, and genetic information.

Mandatory Training and Reporting

Employers with five or more employees are required to provide sexual harassment prevention training, with the 2023 handbook specifying updated content requirements and deadlines. Additionally, it reiterates the obligation to maintain a harassment-free workplace and details procedures for complaint investigations.

The handbook also addresses emerging workplace issues such as protections against workplace bullying and retaliation, urging employers to adopt comprehensive policies that foster respectful work environments.

Leave Entitlements and Accommodations

The California labor law handbook 2023 elaborates on a variety of leave laws that provide employees with protected time off for personal and family health needs. Noteworthy topics include:

- **California Family Rights Act (CFRA):** Expanded coverage now applies to employers with five or more employees, increasing employee eligibility for job-protected leave related to their own or family members' serious health conditions.
- **Paid Sick Leave:** The handbook reviews accrual rates and permissible uses, reinforcing that accrued sick leave cannot be forfeited and must be carried over annually.

- **Pregnancy Disability Leave (PDL) and Reasonable Accommodation:** Employers must provide leave and workplace accommodations for pregnancy-related conditions, with the handbook highlighting recent case law that clarifies employer obligations.

These provisions illustrate California's emphasis on supporting employee well-being and balancing operational needs.

Implications for Employers and HR Professionals

The complex and evolving nature of California labor laws, as captured in the *california labor law handbook 2023*, demands vigilant attention from employers and HR managers. Non-compliance can lead to costly litigation, administrative fines, and reputational damage. The handbook underscores the importance of:

- Regularly updating employee handbooks and workplace policies to align with legislative changes.
- Implementing thorough training programs on wage laws, harassment prevention, and accommodation procedures.
- Maintaining meticulous records of hours worked, wages paid, and leave usage.
- Consulting legal counsel or labor law experts when interpreting ambiguous provisions or responding to employee disputes.

Such proactive measures not only ensure compliance but also promote a positive workplace culture.

Comparative Perspective: California vs. Federal Labor Laws

The *california labor law handbook 2023* often contrasts state laws with federal standards, illustrating California's more protective stance on labor issues. For example, the state's minimum wage significantly exceeds the federal minimum of \$7.25 per hour, and its overtime rules provide for daily, not just weekly, overtime pay.

Similarly, California's anti-discrimination laws cover more protected categories and impose stricter training and reporting requirements than Title VII of the Civil Rights Act. Paid family leave in California, funded through employee payroll deductions, offers wage replacement benefits absent at the federal level.

Recognizing these differences is vital for employers operating multi-state businesses, as uniform policies may not suffice to meet California's rigorous demands.

Technological Integration and Accessibility

In response to the growing need for digital accessibility, the 2023 handbook includes guidance on electronic posting of labor law notices and digital recordkeeping. This shift supports remote work arrangements and the use of HR technology platforms, enabling more efficient dissemination of legal updates to employees.

Employers are encouraged to ensure that electronic communications comply with accessibility standards under the Americans with Disabilities Act (ADA) and California law, guaranteeing that all employees receive critical labor law information regardless of disability.

The California labor law handbook 2023 remains an indispensable resource, reflecting California's ever-evolving labor landscape. Its detailed treatment of wage standards, employee protections, and employer obligations underscores the state's commitment to equitable and safe workplaces, while also posing significant compliance challenges that demand ongoing attention from all stakeholders in the employment sector.

[California Labor Law Handbook 2023](#)

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california labor law handbook 2023: Occupational Safety and Health Law Handbook John D. Surma, 2023-11-30 Now in its fourth edition, the popular Occupational Safety and Health Law Handbook has been your go-to guide to the fundamentals of occupational safety and health law for over a decade. It provides an authoritative and completely up-to-date reference that you count on for its reliable information and straightforward explanation. Each chapter is written by a highly

respected attorney who is an expert in the field. Yet the book is written without legal jargon, in plain English that anyone can understand. In it, the authors provide interpretations of many facets of the Occupational Safety and Health Act, review regulations and standards governing employee protection, and offer advice for dealing with regulatory authorities. As in the previous edition, this edition begins with an overview of the OSH Act in Chapter 1 and then addresses who is covered under the OSH Act, the development of safety and health laws, and the employer's duty to comply with occupational safety and health laws in Chapters 2 through 4. Chapter 5 provides a detailed discussion of the recording and reporting rules for work-related injuries and illness as well other recordkeeping requirements under specific safety and health standards. Chapters 6 and 7 focus on the rights of employers and employees, including employees' right against unlawful discrimination related to protected safety activity. In Chapter 8, the authors provide a detailed discussion of the new hazard communication provisions that conform with the Globally Harmonized System. Chapter 9 covers the use of voluntary safety and health self-audits that employers may use to identify and correct safety and health hazards. Chapters 10 and 11 discuss OSHA's primary enforcement tools — inspections and investigations and citations issued following an inspection or investigation. These chapters also contain insight on steps employers may need to take during an inspection or investigation. Chapter 12 explains the procedures for challenging a citation before the Occupational Safety and Health Review Commission and federal court of appeals. Chapter 13 covers criminal enforcement of OSHA standards. The last chapter covers imminent domain inspections. The Occupational Safety and Health Law Handbook serves as a useful guide for practitioners in the occupational safety and health field who are responsible for addressing safety and health concerns in the workplace.

california labor law handbook 2023: The ^AOxford Handbook of Feminism and Law in the United States Deborah L. Brake, Martha Chamallas, Verna L. Williams, 2023-07-11 The Oxford Handbook of Feminism and Law in the United States provides a wide-ranging exploration of U.S. legal feminism, analyzing both prominent brands of feminist legal theory and key feminist social movements. The Handbook's chapters examine the influence that legal feminism has exerted on law, from the creation of feminist claims such as sexual harassment and gender equity in sports to new understandings of consent, motherhood, and reproductive justice. Contributions from leading feminist thinkers dissect the backlash to feminism and compare feminism to adjacent discourses including queer theory and masculinities theory. The Handbook is also forward-looking insofar as it imagines how legal feminism will affect emerging areas like digital privacy, immigration law, and environmental law. Thanks to its expansive scope and highly-regarded team of editors and contributors, The Oxford Handbook of Feminism and Law in the United States will be an essential source for scholars and students working in a range of interconnected fields.

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employee handbooks, this book serves as an indispensable legal ally.

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Lawyer's Desk Book is an extraordinary guide that you can't afford to be without. Used by over 150,000 attorneys and legal professionals, this must-have reference supplies you with instant, authoritative legal answers, without exorbitant research fees. Packed with current, critical information, Lawyer's Desk Book includes: Practical guidance on virtually any legal matter you might encounter: real estate transactions, trusts, divorce law, securities, tax planning, credit and collections, employer-employee relations, personal injury, and more - over 70 key legal areas in all! Quick answers to your legal questions, without having to search stacks of material, or wade through pages of verbiage. Key citations of crucial court cases, rulings, references, code sections, and more. More than 1500 pages of concise, practical, insightful information. No fluff, no filler. Just the facts you need to know. The Lawyer's Desk Book, Second Edition incorporates recent court decisions, legislation, and administrative rulings. Federal statutes and revised sentencing guides covered in this edition reflect a growing interest in preventing terrorism, punishing terror-related crimes, and promoting greater uniformity of sentencing. There is also new material on intellectual property law, on legislation stemming from corporate scandals, such as the Sarbanes- Oxley Act, and on legislation to cut individual and corporate tax rates, such as the Jobs and Growth Tax Relief Reconciliation Act. Chapters are in sections on areas including business planning and litigation, contract and property law, and law office issues. Previous Edition: Lawyer's Desk Book, 2018 Edition, ISBN 9781454885153

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1952 Wassenaar negotiations between representatives of the Federal Republic of Germany, Israel, and the Jewish Claims Conference to negotiate reparations, compensation, and restitution in the aftermath of the Holocaust. Wassenaar 1952 marked the first time that reparations were the subject of negotiations between representatives of victims and perpetrators following mass human rights violations and genocide. The reparations program that Germany established after the Holocaust eventually became a point of reference for many calling for reparations to deal with the aftermath of other atrocities – from colonialism to slavery – in contexts as diverse as Namibia, the United States, and beyond. Combining perspectives from history, anthropology, international relations, and transitional justice, this volume reassesses the course and global legacy of these negotiations. The book's holistic and nuanced intervention in the study of the politics of repair makes it essential reading for students of history, law, transitional justice, and political science interested in the complex topic of reparations.

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largest employers are now in fields like retail, food service, logistics, and hospitality. These companies have turned to data-driven surveillance technologies that operate over a vast distance, enabling cheaper oversight of massive numbers of workers. Data and Democracy at Work argues that companies often use new data-driven technologies as a power resource—or even a tool of class domination—and that our labor laws allow them to do so. Employers have established broad rights to use technology to gather data on workers and their performance, to exclude others from accessing that data, and to use that data to refine their managerial strategies. Through these means, companies have suppressed workers' ability to organize and unionize, thereby driving down wages and eroding working conditions. Labor law today encourages employer dominance in many ways—but labor law can also be reformed to become a tool for increased equity. The COVID-19 pandemic and subsequent Great Resignation have indicated an increased political mobilization of the so-called essential workers of the pandemic, many of them service industry workers. This book describes the necessary legal reforms to increase workers' associational power and democratize workplace data, establishing more balanced relationships between workers and employers and ensuring a brighter and more equitable future for us all.

california labor law handbook 2023: Governance in Sport Bonnie Tiell, 2025-06-17 At its core, sport governance encompasses two key elements: power and decision making. To truly grasp a sport organization's purpose and structure, it's essential to understand who wields power and which decisions are made by those who possess it. Regrettably, the abuse of power, coupled with ineffective governance and lackluster leadership, has fostered widespread corruption within sport organizations, a situation that calls for a renewed commitment to practicing principles of good governance and restoring integrity and ethical conduct. In response, the updated and enhanced *Governance in Sport: Analysis and Application, Second Edition*, aims to equip students with the skills to navigate both ordinary and extraordinary situations encountered in the oversight and authority of sport organizations at all levels of sport. *Governance in Sport* examines sport governance from three broad analytical and applied perspectives: A legal and managerial overview of practices, processes, and policies in sport organizations, encompassing ethical behavior, effective leadership, decision making, and policy development A framework of the structures and functions of regulatory agencies that govern state, national, regional, and international sports An applied overview of governance and authority in selected sectors of the industry, including professional sports, amateur sports, sports media, sports betting, esports, and more Through examinations of contemporary hot-button issues and compelling new case studies—covering the Ukraine invasion; Brittney Griner; transgender athletes in sports; LIV Golf versus the PGA; conference realignment; name, image, and likeness (NIL) issues; the Kanjuruhan Stadium catastrophe; and the workplace misconduct in the Washington Commanders organization—students will see how governance differs in sport organizations at various levels in the United States and around the world. Additional new features include the following: Headlines begin each chapter, calling out incidents of corruption within the sport industry. Rules and Regulations Corners provide quick overviews of policies and laws affecting weighty issues. Combating Corruption sections offer best practices for preventing and minimizing behavior deemed illegal, unethical, or counterintuitive. Governance in Action case sidebars explore real-world examples of conflicts and conundrums related to the chapter topic and include discussion questions; suggested responses to the questions can be found in the instructor guide. Recorded lectures by author Bonnie Tiell are available for each chapter of the book. Instructors can use these videos to enhance their lectures. With *Governance in Sport*, students will develop an understanding of where power resides, how decisions are made, and the impact of those factors on the goals and structures of sport organizations.

california labor law handbook 2023: Charging Forward Chris Benner, Manuel Pastor, 2024-10-22 A clarion call for justice in the quest for clean energy California's Salton Sea region is home to some of the worst environmental health conditions in the country. It is also ground zero for a new "lithium gold rush"—a race to extract a mineral critical to the rapidly expanding electric vehicle and renewable energy storage markets. With enough lithium lurking beneath the surface to

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Discretionary Exclusion Under Evid. C. §352. Can the evidence survive exclusion under Evidence Code §352? * Chapter 7: Preliminary Fact Determinations. Does the admissibility of a particular item of evidence depend on the existence or nonexistence of some other fact? * Chapter 8: Burdens & Presumptions. Are there any burdens of proof or presumptions applicable to a fact or issue in the case? Part 2 provides an assortment of charts and tables to assist the practitioner in addressing the evidentiary issues discussed in Part 1 quickly and effectively in the courtroom. These charts and tables cover topics such as evidentiary objections, hearsay exceptions, character evidence, privileges, and numerous issues under the U.S. Constitution. REVIEWS and WORDS OF PRAISE What took us several hours of research in the law library, this book succinctly and accurately summarized. It's hard to imagine a criminal trial lawyer not having this useful guide in his trial briefcase. --James Campbell, Esq., Campbell & DeMetrick, PLC, San Francisco, Past President of the American Board of Criminal Lawyers Former Dean of the Nat'l College of DUI Defense The book gives quick and reliable answers to all evidence questions, demonstrating what is admissible, what is not, and the hows and whys of using the rules of evidence to win cases. All busy lawyers will find it useful just about every day. --Edward Mallett, Mallett Saper Berg, LLP, Past President of the Nat'l Ass'n of Criminal Defense Lawyers With this book I will no longer be panicking when the issue of admissibility as to a critical piece of evidence is suddenly being litigated mid-trial. --Louis J. Shapiro, Law Offices of Louis J. Shapiro, Los Angeles Certified Specialist, Criminal Law This book provides a systematic approach to determining evidence issues, complete with insightful commentary, flowcharts and tables to identify, analyze, and resolve evidence and constitutional questions during trial. While serving as a Superior Court Judge, it was always within arms-reach and one of my most valuable resources. --Honorable Stanford Reichert (ret.), California Superior Court Judge

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