



RESTAURANT RISK ADVISOR

Keeping An Eye On Protecting Your Business Interests

-Sponsored by BayRisk Svcs., Alameda, CA-

70+ years in CA, specializing in Employment Practices, Work. Comp. and Business Liability



Monthly Alert: February, 2010

The challenging economy has created the risk of a more litigious and unstable business and political environment. As a value-added service for our existing and prospective clients, we monitor relevant events in the Restaurant Marketplace as it pertains to protecting your business assets. We've included a summary of recent, worthy news items below. For links to the entire News Flashes or other areas of inquiry, visit www.restaurantriskadvisor.com or call me at 510-523-3435.

-Denny Christner, Senior Acct. Mgr.

WORKERS COMP FLASH REPORTS!

[The Current Buzz on Medical Marijuana and the Workplace](#)

Clearly, medical marijuana is an issue that requires attention from any employers who have employees in affected states. It's something all employers may want to think about, starting now...



[Older Workers: Low Risk and A Few Surprises](#)

NCCI has issued its latest report on the status of older workers in the comp system, with a particular focus on workers 65 and up. If nothing else, the study reinforces the notion that older workers are safety conscious and a relative bargain. For employers worried about workers comp costs, older workers are not a significant problem.

[Restaurant Supervisor Safety Training Program](#)

A small business safety training program is currently available for owners and managers of small restaurants in California. The materials include: a training guide to engage workers in identifying and controlling health and safety hazards in their own restaurant; a Safety Orientation Checklist to prepare new workers to be aware of hazards; and Tips on preventing burns and cuts, preventing slips and falls..



EMPLOYMENT PRACTICE LIABILITY FLASH REPORTS!

[Over 40 and Protected](#)

Striking a balance between the needs of a business and the rights of older employees is often a difficult task for an employer. While an employer needs to evaluate each employment situation on its individual merits, it is often helpful for an employer to first consider the legal implications of its actions, and understand the guidelines established by The Age Discrimination in Employment Act of 1967 (ADEA).

[EPLI \(Employers Professional Liability Insurance\)...Critical For Your Restaurant](#)

The past decade has witnessed an alarming surge in the number of employment related lawsuits lodged against American businesses. In the past year, the Equal Employment Opportunity Commission received a shocking 50,000 charges of alleged sexual and raced-based discrimination, comprising 72% of the agency's private sector caseload. Almost three-quarters of all lawsuits brought against companies today involve employment disputes.

IMPORTANT CA RESTAURANT RESOURCES

CA Secretary of State	916-653-6814	www.sos.ca.gov
CA Work Comp Insurance Rating Bureau	888-229-2472	www.wcirbonline.org
CA Dept. of Alcoholic and Beverage Control	916-419-2500	www.abc.ca.gov
CA Restaurant Association	800-447-5793	www.calrest.org
US Dept. of Labor Standards for New Business	866-487-2365	www.dol.gov
US Food & Drug Administration	888-463-6332	www.fda.gov
Occupational Safety & Health Administration	800-321-OSHA	www.OSHA.gov
Government Food Safety & Inspection Service	402-344-5000	www.foodsafety.gov
CA Uniform Food Facility Retail Law		www.foodserviceresource.com/State/CA/CURFFL.pdf