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What is HR Answers now?

HRAnswersNow is your one stop HR Resource! Available from a link on CEA members only web page, you will find thousands of resources at your finger tips—from job descriptions and handbook policies to answers on those questions most commonly asked in HR! ***Now includes daily employment law news!!***

HRAnswersNow includes powerful HR tools for Job Descriptions and Performance Reviews!

Most used HR Tools

1. **Job Descriptions**—choose from over 3700 jobs; includes competencies; even creates job ads and interview questions!
2. **Performance Review**-built in intelligence to help managers write reviews!
3. **Sample Forms**-hundreds of sample forms, policies & checklists included!

For Additional Help:

<http://www.employers.org> 800-399-5331

Quick Guide Card

HRAnswersNOW™

The screenshot shows the homepage of the California Employers Association (CEA). At the top left is the CEA logo. To the right is the text "California Employers Association" and "Providing Human Resource Solutions for Employers Since 1937". Below this is a search bar with a "search" button and links for "Advanced Search", "Manage Mail Options", and "Search Tips". A navigation menu includes "HOME", "STATE LAWS", "FEDERAL LAWS", and "NEWS".

HR Tools

- [Job Descriptions](#)
- [Performance Reviews](#)
- [Forms, Policies and Checklists](#)

Quick Answers

- [Employee Information and Records](#)
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What's New

FEBRUARY 8, 2011

- [Withholding and Reporting – New procedure for nonresident alien employee withholding](#)
- [Withholding and Reporting – IRS announces housing amounts for those abroad](#)
- [Mississippi joins other courts in throwing out health reform challenge on jurisdictional grounds – MULTISTATE – Health care reform](#)
- [Study highlights benefits, challenges of health care reform for Floridians, including businesses – FLORIDA – Health care reform](#)
- [Wyoming healthy workplace bill takes on bullies in the workplace – WYOMING – Violence in the workplace](#)
- [Unemployment Insurance \(NY\) – In the matter of the claim of Kevin M. French, Appellant, Town of Lyndon, Respondent, Commissioner of Labor, Respondent](#)

FAQs

- [January 31, 2011 - Can an employer reassign an employee because her pregnancy might offend someone?](#)
- [January 24, 2011 - Compliance and design tips for defined contribution plan sponsors](#)
- [January 17, 2011 - Is an FSA considered "health insurance" for purposes of the small employer tax credit?](#)
- [January 10, 2011 - Plan ahead for employment of returning veterans](#)
- [January 3, 2011 - Can nondisabled individuals challenge drug-testing policy that screens out prescription drug users?](#)

Searching is easy!
Use the global search box to cover the entire site!

CEA User Name _____

CEA Password _____



Easily find answers by browsing or searching!

Easily locate information by using the categories and topics found in each menu area—clicking open the appropriate database.

1. Click on the menu or database containing your topic
2. Click Open the subheading you want more information about
3. Continue browsing to your document

Select a State or Territory

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| <input checked="" type="checkbox"/> Alabama | <input checked="" type="checkbox"/> Illinois | <input checked="" type="checkbox"/> Montana | <input checked="" type="checkbox"/> Puerto Rico |
| <input checked="" type="checkbox"/> Alaska | <input checked="" type="checkbox"/> Indiana | <input checked="" type="checkbox"/> Nebraska | <input checked="" type="checkbox"/> Rhode Island |
| <input checked="" type="checkbox"/> Arizona | <input checked="" type="checkbox"/> Iowa | <input checked="" type="checkbox"/> Nevada | <input checked="" type="checkbox"/> South Carolina |
| <input checked="" type="checkbox"/> Arkansas | <input checked="" type="checkbox"/> Kansas | <input checked="" type="checkbox"/> New Hampshire | <input checked="" type="checkbox"/> South Dakota |
| <input checked="" type="checkbox"/> California | <input checked="" type="checkbox"/> Kentucky | <input checked="" type="checkbox"/> New Jersey | <input checked="" type="checkbox"/> Tennessee |
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In all of California Employment Law Summaries

find

- [15-8500 - Access to Personnel Files Law Summaries](#)
- [15-2800 - Age Discrimination Law Summaries](#)
- [15-4200 - COBRA Law Summaries](#)
- [15-1500 - Child Labor Law Summaries](#)
- [15-5500 - Child Support Enforcement Law Summaries](#)
- [15-2600 - Disability Law Summaries](#)
- [15-8600 - Drug Testing Law Summaries](#)
- [15-2500 - Fair Employment Practices Law Summaries](#)
- [15-7000 - Family, Medical and Parental Leaves Law Summaries](#)
- [15-5600 - Garnishment Law Summaries](#)
- [15-8700 - Genetic Testing Law Summaries](#)
- [15-4000 - Health Insurance Benefit Coverage Law Summaries](#)
- [15-7400 - Holiday and Vacation Law Summaries](#)
- [15-7100 - Jury Duty and Court Attendance Leave Law Summaries](#)

All summaries contain a section called "What Employers Need to Do"!

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- **Contents** icon—shows you the collection list of related documents
- **Where am I**—shows you the collection name you are in
- **Printing**—click the Print icon and click okay to the printer-friendly dialog box!

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- Simply click the 'bookmark' and enter a name of your topic. This will save a link to your document for easy retrieval and will always be up-to-date!

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