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Get vital support, training, and answers relevant to your entire department

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Get vital support, training, and answers relevant to your entire department.

1. **HR Library**
   Rely on this must-have reference service on federal and state laws and regulations, policies, and best practices.

2. **State Gateway**
   Stay on top of state compliance requirements with up-to-date State Law Summaries, State Chart Builder, State and Local Quick Reference Charts, and State Compliance Alerts.

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   Access the in-depth, single-issue focus of these resources to become an expert in the subject areas that matter most.

4. **Surveys and Reports**
   Get trusted metrics and benchmarking data for assessing the HR function.

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HR Decision Support Network

Bloomberg BNA’s HR Decision Support Network® integrates custom research, live and archived webinars, strategic white papers, research reports, and a subscription to Bloomberg BNA’s HR Library™ in a single comprehensive online solution. Support and complement your entire HR department without leaving your office with an array of resources, including:

**Strategic White Papers**
You’ll receive Strategic White Papers designed to provide you with the kind of in-depth, single-issue focus you need to become an expert in the subject areas that matter most.

**State Gateway**
Find State Law Summaries and Quick Reference Charts to help you stay on top of state requirements. Our State

**Custom Research/Salary Reports**
Have questions? Bloomberg BNA will give you comprehensive written answers. Within five business days you can expect a report including your answer, a short summary of articles reviewed, and an annotated bibliography of internal and external sources. You’ll also learn from others’ questions through our members-only shared network of Q&As.

In addition, you’ll get up to 100 salary reports. Specify jobs by location, experience, education, and other metrics to help you manage your compensation programs.

**HR Library**
This must-have reference provides coverage of federal and state laws and regulations, policies, and best practices. You get:

- Fast Answers™ to HR questions
- The easily customized HR Policy Handbook
- Job description tool
- State Chart Builder
- State and Local Quick Reference Charts
- HR Highlights, email updates, and State Compliance Alerts

**Surveys & Reports**
With Bloomberg BNA’s HR Decision Support Network®, you gain insights through HR survey data and analysis, including:

- HR Department Benchmarks and Analysis™ ($1,295 value)
- Employer Bargaining Objectives™: Survey Analysis, Trends, and Insights for Labor-Management Negotiations ($275 value)
- Quarterly Job Absence and Turnover reports ($140 value)

**Chart Builder** allows you to make comparisons across states where you operate and our State Report Builder generates a report on select topics for a single state.

**Professional Learning**
Courses include live Webinars with dynamic presentations by top speakers and OnDemand programs that give you the same live content with the convenience and flexibility to take them when you want. HRCI and SHRM credits included.

**HR Department Benchmarks and Analysis**
Benchmark your HR department against hundreds of organizations. Bloomberg BNA’s HR Department Benchmarks and Analysis™ is the trusted resource for HR department metrics.

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Question: Are employers in California required to include severance with a terminated employee’s final paycheck?

I understand that employers in California are not obligated to pay severance but I couldn’t find guidance on the timing of severance pay, if at all allowed. Would the employee be required to include severance on the final pay check at termination or can it be paid at a later date, upon signing of a release? The severance pay is in addition to the regular and vacation wages that are due to workers at the time of termination.

Answer: Our research indicated that employers in California would only be required to offer severance if a contract or company policy provided for it. California law requires employers to pay wages immediately to discharged employees, and this applies to employees who are hired for a fixed period of time, as well as those who quit. Employers are not required by California law to provide paid vacation. However, if companies have a policy providing paid vacation, they must treat the vacation leave as wages that are earned by employees and must be paid upon termination.

In California, employers must immediately pay out earned wages when they discharge employees. The California Supreme Court has ruled that the law requiring employers to pay wages immediately to discharged employees also applies to employees who are hired for a fixed period of time. Employers are not required by California law to provide severance, but if a contract or company policy provides for it, employers must pay vested vacation that is earned by employees.

The timing of severance pay is still subject to the terms of the employment contract or policy. If no severance pay is provided, it is not required to be included with the final paycheck. If severance is provided, it is typically paid in a lump sum or as a series of payments, but it is not required to be included in the final paycheck.

In summary, while California law does not require severance pay, employers are not prohibited from providing it under certain circumstances. The timing of payment is governed by the terms of the employment contract or policy, and it is not required to be included in the final paycheck unless specifically provided for in the contract or policy.
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