

Selected Professional Articles and Publications
Richard Rybicki (Rybicki & Associates, P.C.)

The Developing Labor Law: The Board, the Courts, and the National Labor Relations Act
Richard C. Rybicki (Contributing Editor), *ABA Labor and Employment Law Section – Bloomberg Law*,
1994 – 2026

Employers Not Required to Investigate or Accommodate Unknown Disabilities
Richard C. Rybicki, *L&E Update*, 2026

ICE Raids, Audits and Inspections: Management Should Carefully (!) Review Its Rights and Obligations
Richard C. Rybicki, *L&E Update*, 2025

New Guidance (and Approval) for 6-Hour Meal Break Waivers
Richard C. Rybicki, *L&E Update*, 2025

California's New Pay Transparency Laws
Richard C. Rybicki (quoted source), *SuperLawyers.com*, 2025

Handbook Changes Happen (Again) in California
Richard C. Rybicki, *L&E Update*, 2025

Cal-OSHA Provides Model Workplace Violence Prevention Program
Richard C. Rybicki, *L&E Update*, 2025

An Irregular Definition of "Regular Rate"
Richard C. Rybicki, *L&E Update*, 2024

Defend Your Secrets!
Richard C. Rybicki, *L&E Update*, 2024

Job Posting Wage Disclosure, Annual Reporting Added to Equal Pay Act
Richard C. Rybicki, *L&E Update*, 2023

Court Says Employers Must Reimburse Costs of Working from Home During the Pandemic
Richard C. Rybicki, *L&E Update*, 2023

Revise Arbitration Agreements to Cover PAGA Claims (or Suffer the Consequences)!
Richard C. Rybicki, *L&E Update*, 2023

Policies and Agreements: Sometimes Too Much - is Too Much!
Richard C. Rybicki, *L&E Update*, 2023

Here's a Tip: Know the Law About Tips!
Richard C. Rybicki, *L&E Update*, 2023

Don't Forget New-Hire Notices
Richard C. Rybicki, *L&E Update*, 2023

Cannabis: Now an Equal Employment Opportunity Issue in California
Richard C. Rybicki, *L&E Update*, 2022

Equal Pay Act: A Cautionary Tale
Richard C. Rybicki, *L&E Update*, 2022

NLRB and Ninth Circuit Expand Potential Unfair Labor Practice Liability
Richard C. Rybicki, *L&E Update*, 2022

Waiting-Time Penalties Suffer Another Setback
Richard C. Rybicki, *L&E Update*, 2022

Watch Local Mandates: Battling Coronavirus Variants, One County at a Time
Richard C. Rybicki, *L&E Update*, 2021

California Supreme Court Expands Pay for Missed Breaks
Richard C. Rybicki, *L&E Update*, 2021

NLRB Continues Scrutiny of Employment Arbitration Agreements
Richard C. Rybicki, *L&E Update*, 2021

Documentation Dilemma: Recording Worker Vaccination Status
Richard C. Rybicki, *L&E Update*, 2021

Cal-OSHA Eliminates Most Requirements for Vaccinated Employees, Continues Other COVID Protections; Richard C. Rybicki, *L&E Update*, 2021

Employer Fraud Claim Survives Against Employee Claiming Waiting-Time Penalties
Richard C. Rybicki, *L&E Update*, 2021

Employers May Not 'Round' Meal Periods
Richard C. Rybicki, *L&E Update*, 2021

Ensure IIPP is Available to Employees
Richard C. Rybicki, *L&E Update*, 2021

Emergency COVID-19 Prevention Regulations Take Effect Immediately
Richard C. Rybicki, *L&E Update*, 2020

Cal-OSHA Approves Massive COVID-19 Emergency Safety Standards (and Paid Leave Requirements)
Richard C. Rybicki, *L&E Update*, 2020

California's (Current) Wildfire Smoke Regulation
Richard C. Rybicki, *L&E Update*, 2020

Employers Consider Pay and Other Workplace Issues During Power Outages
Richard C. Rybicki, *L&E Update*, 2020

Judge Requires FFCRA Leave When No Work Available, Voids Broad Healthcare Industry Exception
Richard C. Rybicki, *L&E Update*, 2020

Shelter at Home Qualifies: Regulations Issued for Emergency Paid Sick Leave and Extended Family Care
Richard C. Rybicki, *L&E Update*, 2020

Counties Require Employers to Post and Distribute a "Social Distancing Protocol" Before April 3
Richard C. Rybicki, *L&E Update*, 2020

DOL Provides Guidance for Exemption from Paid Sick Leave and Extended Family Leave Under the FFCVA; Richard C. Rybicki, *L&E Update*, 2020

DOL Publishes Mandatory Model FFCRA Notice to Employees
Richard C. Rybicki, *L&E Update*, 2020

DOL Issues Initial Guidance Under the Families First Coronavirus Response Act
Richard C. Rybicki, *L&E Update*, 2020

Whether a Business May Continue Operating Under Stay-at-Home Orders ... (and what is "CISA"?);
Richard C. Rybicki, *L&E Update*, 2020

Congress Passes Sweeping Law Requiring Employers to Provide Up to Twelve Weeks of Paid Leave
Richard C. Rybicki, *L&E Update*, 2020

Bay Area Counties Prohibit Travel and Close Non-Essential Businesses
Richard C. Rybicki, *L&E Update*, 2020

Current Issues Faced by Employers During Pandemic Conditions
Richard C. Rybicki, *L&E Update*, 2020

Federal Court Enters (Confusing) Injunction Against California's Arbitration Prohibition
Richard C. Rybicki, *L&E Update*, 2020

Federal Court Blocks (Temporarily) California's 2020 Arbitration Prohibition
Richard C. Rybicki, *L&E Update*, 2019

Final Pay – Rules Worth Reviewing
Richard C. Rybicki, *L&E Update*, 2019

California Prohibits Most Mandatory Employment Arbitration Agreements (Despite Federal Law!)
Richard C. Rybicki, *L&E Update*, 2019

Workplace Investigations: “Who, What, Where, When, (and especially) How”
Richard C. Rybicki, *L&E Update*, 2019

Know Your Wage Order (and hang it on the wall with your new all-in-one labor poster!)
Richard C. Rybicki, *L&E Update*, 2019

Pay, Policies & Practices: Avoiding Today's Common Mistakes
Richard C. Rybicki, *L&E Update*, 2019

California Adopts Strict Limits on Independent Contractors
Richard C. Rybicki, *L&E Update*, 2019

California Delays Mandatory Harassment Training
Richard C. Rybicki, *L&E Update*, 2019

Affordable Care Act for All Employers
Richard C. Rybicki, *Firm Update*, 2019

Which Wage Order? Wages in Agriculture
Richard C. Rybicki, *Napa County Farm Bureau*, 2019

Navigating California's Regulation of Federal Immigration Audits
Richard C. Rybicki, *Truckee Tracks*, 2018

When Workers Can't Work: Leaves of Absence as Reasonable Accommodation
Richard C. Rybicki, *Labor Law Forum*, 2018

Disability Leave as Accommodation
Richard C. Rybicki, *Firm Update*, 2016

Here's a Tip: Know the Law About Tips
Richard C. Rybicki, *Truckee Tracks*, 2016

Supreme Court: Severance Payments Subject to Payroll Tax
Richard C. Rybicki, *Firm Update*, 2014

California Employment Law: Three Changes to Consider
Richard C. Rybicki, *Firm Update*, 2013

Labor Commissioner Issues Additional Guidance on New-Hire Forms
Richard C. Rybicki, *Firm Update*, 2012

California Supreme Court Clarifies Meal & Rest Periods
Richard C. Rybicki, *Firm Update*, 2012

DLSE Issues New-Hire Form Template
Richard C. Rybicki, *Firm Update*, 2012

Workplace Investigations: Who, What, Where, Where, (and especially) How
Richard C. Rybicki, (*PASCO*) *HR Professional Ass'n of Sonoma County*, 2011

New-Hire Forms Required (DLSE)
Richard C. Rybicki, *Firm Update*, 2011

Sweeping Employment Law Changes Require New Notices

Richard C. Rybicki, *Labor Law Corner*, 2011

Administering the Family and Medical Leave Act Under the Current Regulations (materials)

Richard C. Rybicki, *Lorman Education Services*, 2011

Who's the Boss? Tell Employees Who Owns Your Technology!

Richard C. Rybicki, *Labor Law Corner*, 2011

Everyone Has Secrets: Protect Yours!

Richard C. Rybicki, *Labor Law Corner*, 2010

Terminating Employee Benefits: The Workers' Compensation Dilemma

Richard C. Rybicki, *Truckee Tracks*, 2010

Summer 2009 Labor and Employment Law Developments

Richard C. Rybicki, *Firm Update*, 2009

Courts Provide Even More Guidance on Tips

Richard C. Rybicki (and colleague), *Firm Update*, 2009

Tips and Gratuities – California Courts Finally Discuss Tip Pooling

Richard C. Rybicki, *Firm Update*, 2009

Injury and Illness Prevention: A Program for Every Employer

Richard C. Rybicki, *Labor Law Corner*, 2009

Meal and Rest Periods: Specific Problems for Employers

Richard C. Rybicki, *Truckee Tracks*, 2009

Googling Job Applicants – Is It a Good Idea?

Richard C. Rybicki, *Truckee Tracks*, 2009

Are Your Administrative Employees Exempt From Overtime?

Richard C. Rybicki, *Labor Law Corner*, 2009

Panic or Pandemic? Cal-OSHA Issues Flu Guidance for Employers

Richard C. Rybicki, *Labor Law Corner*, 2009

DHS Announces Plan to Withdraw No-Match Rule; Senate Says 'Not So Fast'

Richard C. Rybicki, *Firm Update*, 2009

Employment Arbitration Agreements: A New Era Approaches

Richard C. Rybicki, *Labor Law Corner*, 2009

Caught in the Middle: Immigration Enforcement Now Focuses on Employers, Not Employees

Richard C. Rybicki, *PASCO Panorama*, 2009

Growers Beware! Wage and Hour Issues During Harvest
Richard C. Rybicki, *Premium Grower (Napa Valley Grapegrowers)*, 2009

Final Pay - Rules Worth Reviewing
Richard C. Rybicki, *Truckee Tracks*, 2009

Large or Small, It Pays to Know Your Wage Order
Richard C. Rybicki, *Truckee Tracks*, 2009

Not So Kind, Bud (Cannabis Use Under *Ross v. Ragingwire*)
Richard C. Rybicki (and colleague), *Truckee Tracks, American Canyon Chamber of Commerce*, 2008

California Court Issues Major Meal and Rest Break Decision
Richard C. Rybicki, *Labor Law Corner*, 2008

The Pinch At The Pump: An Employer's Responsibility
Richard C. Rybicki, *American Canyon Chamber of Commerce*, 2008

Are You at Risk? State Continues Targeting Industries Throughout California
Richard C. Rybicki, *Labor Law Corner*, 2008

Lonicki v. Sutter Health Central: Having Your Cake and Eating It Too
Richard C. Rybicki (and colleague), *Firm Update*, 2008

California Supreme Court Dramatically Increases Liability for Missed Meal and Rest Breaks
Richard C. Rybicki, *Truckee Tracks Labor Law Corner*, 2008

Salaried Employees – Take Care!
Richard C. Rybicki, *Truckee Tracks*, 2008

Don't Wait! Pay Employees Promptly When They Leave
Richard C. Rybicki, *American Canyon Chamber of Commerce*, 2008

Labor Commissioner Calls for Common-Sense Solutions
Richard C. Rybicki, *American Canyon Chamber of Commerce*, 2008

Can I Ask That In A Job Interview?
Richard C. Rybicki, *American Canyon Chamber of Commerce*, 2008

Employment Law Audit Issues *Before* They Become Problems
Richard C. Rybicki, *Truckee Tracks*, 2007

Employers Face a Host of New Laws
Richard C. Rybicki, *Labor Law Corner*, 2007

Give Me A Break: California's Meal and Rest Period Requirements Apply to Almost *Every* Employer
Richard C. Rybicki, *American Canyon Chamber of Commerce*, 2007

Meal and Rest Periods: Specific Problems for Employers

Richard C. Rybicki, *Labor Law Corner*, 2007

Employment Law Audits: Addressing Issues *Before* They Become Problems

Richard C. Rybicki, *North Bay Business Journal*, 2007

The Interactive Process and Workers' Compensation: How to fit the pieces together

Richard C. Rybicki, *Tahoe Donner Chamber of Commerce*, 2006

Workplace Posting Requirements

Richard C. Rybicki, *Truckee Tracks*, 2006

Ski Industry Wages: A Reason for *All* Employers to Read Their Wage Orders! Richard C. Richard C.

Richard C. Rybicki, *Truckee Tracks*, 2006

Terminating Employee Benefits: The Workers Compensation Dilemma

Richard C. Rybicki, *Labor Law Corner, Truckee Tracks*, 2006

Labor and Employment Law Issues Faced by U.S. Employers

Richard C. Rybicki, *Université de Bordeaux Wine MBA Program, U.C. Davis Department of Viticulture and Enology*, 2006

Recent Labor and Employment Law Developments (PAGA, Whistleblowing, EEO, Leaves)

Richard C. Rybicki, *Firm Update*, 2004

Recent Labor and Employment Law Developments (RIF, Records, OSH, Agriculture)

Richard C. Rybicki, *Firm Update*, 2003

Recent Labor and Employment Law Developments (Disability Benefits, Investigations, Limitations)

Richard C. Rybicki, *Firm Update*, 2002