



**Share the Pain for Tomorrow's Gain:
California's Work Sharing Unemployment Insurance Program**

By *Christine A. Page*



Although the economy has seen promising signs of improvement over the past few months, many companies are not out of the woods yet and, in fact, are in need of further short-term cost savings after already weathering multiple rounds of layoffs. Conducting layoffs now, however, carries a real risk of losing highly valuable employees that will be needed for tomorrow's business demands, and having to incur the expense of recruiting, hiring, and training new employees. For companies seeking to avoid further layoffs while cutting costs, there is an underutilized "**Work Sharing Program**" available in California and a growing number of other states that allows employers to temporarily reduce working hours and compensation while the employees receive partial unemployment insurance benefits.

For example, if an employer needs to achieve a 20% reduction in payroll, it could reduce its workweek from five days to four days. All employees continue to earn wages for four days and are eligible for Work Sharing benefits for the fifth (nonworking) day. To qualify, there must be at least a 10% reduction in wages and hours worked for at least 10% of the company's workforce or a designated work unit. A company interested in participating in Work Sharing must file an application with, and obtain approval from, the Employment Development Department. Typically, Work Sharing Programs are approved for up to six months and can be extended, if needed.

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Susan Fowler McNally Admitted into American College of Real Estate Lawyers



Susan Fowler McNally has been invited to join the American College of Real Estate Lawyers (ACREL) based on her legal acumen and consistent leadership in the commercial real estate industry. ACREL is an organization comprised of the nation's premier real estate

attorneys selected after a rigorous screening process. ACREL lawyers uphold high standards of professional and ethical conduct, and have made significant contributions to the real estate and legal professions as a whole.

**Centralize Your Corporate Filings:
Reduce Mistakes and Save Money**

Juggling the annual registration of a portfolio of corporations, LLCs, and limited partnerships can be a tedious, time-consuming, and often overwhelming task. Missing even one corporate filing can cause delays and potentially jeopardize a deal. G&R's *Corporate Maintenance Services* offers a way to bring order and certainty to this problem and save money in the process.

Through a partnership with CT Corporate Services, and utilizing state-of-the-art software systems, G&R offers a way for clients with substantial corporate portfolios to manage filings with confidence, while enjoying the savings of volume discounts. Designed for companies with 50 or more corporate entities across multiple jurisdictions, G&R Corporate Maintenance Services prepares filings, keeps track of ever-changing legal requirements, makes sure filing fees are paid, prepares corporate minutes, and provides a complete snapshot of the compliance status of an entire corporate portfolio at any time instantaneously.

For additional information about G&R's Corporate Maintenance Services please visit GilchristRutter.com - Practice Areas - Corporate.

If the idea of having one centralized system to track and maintain corporate entities at a substantial discount is appealing, please contact the head of our Corporate Maintenance team, *Duane Montgomery* at *DMontgomery@GilchristRutter.com*.

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Henry A. Herrman Named Partner at Gilchrist & Rutter



Henry A. Herrman has been named partner in Gilchrist & Rutter. Since joining the firm in 2001, Mr. Herrman has developed a unique multi-disciplined practice, representing clients both in commercial real estate transactions, with an emphasis in leasing, construction, development and finance, and in landlord-tenant and construction related disputes and litigation matters.

Donald Nanney Obtains "Cease of Pursuit" from EPA – Again



Our *July 2009 Newsletter* reported that environmental attorney *Don Nanney* had obtained a decision by the U.S. Environmental Protection Agency (EPA) to stop pursuing a client as a liable party at a federal Superfund Site. The EPA then notified the parent company of alleged liability, attempting to peel the corporate onion.

Don prepared a response countering that notice. The EPA has determined to cease pursuit of the parent company as well, and it will be omitted from the pending round of settlement demands for that Superfund Site.

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Frank Gooch III and Jim Andrews Present at 29th Annual Real Property Law Section Retreat



Mr. Gooch's panel, "*Here Comes the Judge, Here Comes the Judge... Only Outside of the Courtroom: ADR for Real Estate Disputes*," presented effective alternatives to litigation including mediation, arbitration and judicial reference in the real estate arena.



In "*TICs in Transition: Evolution of the Species*," *Mr. Andrews* joined additional panelists in discussing the history of the Tenant-in-Common industry and analyzing opportunities in TICs moving forward.

The Retreat was held April 30-May 2 in Napa, California.

G&R Wins Pair of Land Use Appeals



Thomas W. Casparian and *Yen N. Hope* won back-to-back land use cases recently decided by the Courts of Appeal in Los Angeles and in Riverside. In the first case, *Palm Springs Investment Company, L.P. v. City of Palm Springs*, the appellate court in Riverside ruled that the City of Palm Springs acted beyond its discretion and had illegally denied approval of a subdivision application. The Court ordered the matter returned to the City for approval. In the second case, *Carson Harbor Village, Ltd. v. City of Carson*, the Court of Appeal in Los Angeles similarly ruled that the basis for the City of Carson's denial of

a subdivision application was improper and ordered the matter reconsidered under a different standard.

Gilchrist & Rutter provides updates on legal trends as a service to keep our valued clients and friends informed of the latest legal news. It is designed only to give general information on the developments actually covered. It is not intended to be a comprehensive summary of recent developments in the law, treat exhaustively the subjects covered, provide legal advice or render a legal opinion.