

WELCOME TO OUR

Monthly Newsletter**Physical Therapists Restore Strength After Brain Injury**

October is National Physical Therapy Month—a time to honor and recognize the dedication, expertise, and compassion of physical therapists across the profession.



Physical therapists play a key role in helping people regain strength, mobility, and independence after injury. In traumatic brain injury (TBI) rehab, their work is essential—helping patients relearn movement, improve coordination, and manage muscle tone. With personalized care and ongoing support, PTs empower TBI survivors to rebuild their lives. Their impact goes far beyond physical recovery.

CHANGES TO SB 513

On October 11, 2025, Governor Gavin Newsom signed SB 513, which amends § 1198.5 of the California Labor Code. [LegiScan+2CalMatters+2](#). This law expands employee rights to inspect and obtain their personnel records. [CalMatters+1](#).

Key Changes

- Under the existing law, current and former employees (or their authorized representatives) had the right to inspect or receive a copy of personnel records maintained by their employer that related to their performance or to any grievance. [CalMatters+1](#).
- Under SB 513, the definition of "personnel records ... relating to the employee's performance" is expanded to include education and training records. [CalMatters+1](#).
- Employers who maintain education and training records must ensure those records include specified information (per the amendment). [CalMatters+1](#).
- By broadening what counts as "personnel records," the act also broadens the scope of the existing crime for failing to comply. [CalMatters+1](#).

Why it matters

- Employees will now have clearer rights to look at and obtain education/training records that their employer keeps — not just the more traditional performance or grievance documents.
- Employers should expect to review their record-keeping practices (especially around education and training files) to ensure compliance.
- Because non-compliance may now be treated as a crime under the expanded definition, the stakes are higher for employers.
- For managers, HR professionals, and partners, this underscores the importance of transparency, documentation, and good record-keeping practices around training and professional development.

Action Steps You Or Your Organization Might Take

- Review your policies around inspection and copying of personnel records, and update them to reflect this change.
- Audit the education/training records you maintain for employees: what you keep, how you store them, how you make them available for inspection.
- Consider training HR or supervisors on how to handle inspection requests (especially when it comes to training records) so the process is consistent and legally compliant.
- Communicate (internally) to employees about their rights under the new law: namely, that they have recall to training/education records now, and how they can request inspection/copying.

Bottom line

SB 513 strengthens employee transparency rights by adding training and education records into what must be accessible under Labor Code § 1198.5. Employers in California should treat this as a reminder to verify their personnel-record procedures, especially around training/education documentation, and be prepared for employee inspection/copying requests.

Call For A Free Consultation 833-3-LEVIAN (538426)

Halloween Safety Tips

Halloween is a fun night for families and kids, but it's also one of the most dangerous nights of the year for pedestrians. Here are a few simple reminders to help everyone stay safe:

For Kids & Families:

- Stay visible: Use reflective tape, glow sticks, or flashlights so drivers can see you.
- Stick together: Always trick-or-treat in groups and stay on well-lit streets.
- Cross safely: Use crosswalks and avoid darting between parked cars.
- Check treats: Make sure all candy is sealed and safe before eating.

For Drivers:

- Slow down in neighborhoods: Kids can be unpredictable, especially near driveways and intersections.
- Put the phone away: Distractions can be deadly, especially on Halloween night.
- Watch for costumes: Some costumes make it hard for kids to see or move — be extra cautious.

For Homeowners:

- Keep paths clear: Remove tripping hazards like hoses or decorations from walkways.
- Light it up: A well-lit path helps prevent injuries and makes your home more welcoming.
- Use safe décor: Avoid open flames or decorations that could catch costumes on fire.

Wishing everyone a fun and safe Halloween!



Personal Injury



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We recently settled a case for \$52,500—starting from an initial offer of just **\$14,000**. Our client suffered a serious lupus flareup after an accident, and we fought hard to prove it was no coincidence. Injuries can trigger lupus flares, and we made sure that fact was recognized. Proud to have helped our client get the compensation they truly deserved.

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