

# New Year, New Regulations

Governor Newsom has signed numerous measures into law that will impact California businesses in 2020 and beyond. Don't wait to prepare. Join us for the Fisher Phillips 2020 California Legislative and Case Law Update. The program will quickly get you up-to-speed on the new laws in an environment that will allow ample time for Q&A. In addition, EXPERT EFFECT & Fisher Phillips will take the conversation a step further by discussing how to cultivate the manager/employee relationship in a manner that, combined with knowledge regarding legislative developments, provides a solid foundation for preventing litigation.

## 2020 Legal Topics:

- Cal Savers
- AB 5: stringent 3-pronged test for W2 vs. 1099 status
- Arbitration (AB 51)
- Extension for Statute of Limitations
- Sexual Harassment Training
- Lactation Accommodation
- CCPA (Consumer, and Employee Privacy Act)
- "ON CALL" Scheduling

## Cerritos Sheraton

12725 Center Ct Dr S,  
Cerritos, CA 90703

**Thursday, January 23<sup>rd</sup>**  
**7:00am-10:30am**

## AGENDA

**Check-in and Breakfast: 7am**

**Legal Briefing: 7:30-9:00 with Q&A**

**Break for 15 mins**

**Preventing Litigation 9:15-10:30 with Q&A**

RSVP to [Carolyn.Cramp@ADP.com](mailto:Carolyn.Cramp@ADP.com)

*Event is Complimentary for Invited Guests*  
**HRCI Certificates Available**

## Presenter Bios



**USAMA KAHF**  
PARTNER, FISHER PHILLIPS



Usama represents employers in matters of workplace privacy, data security, unfair competition, and trade secret theft and corporate espionage, both on the plaintiff and defense side. He defends employers in other areas of employment law as well, including wage and hour, harassment, and discrimination actions in state and federal court, in private arbitration, and before government agencies.



**BORIS SORSHER**  
PARTNER, FISHER PHILLIPS



Boris Sorsher has extensive California wage hour class action experience including nearly a decade of experience in the litigation of wage and hour class action cases. The bulk of his practice involves the defense of class and representative claims. He has handled close to 100 class and representative wage and hour actions.



**CLARK SOUERS**  
OWNER, EXPERT EFFECT



Clark has held several leadership roles in the field of human resources during his 20-year career. Clark has developed a reputation of being a visionary when it comes to supporting people and organizations with thriving in a complex world. He is a recognized speaker in the areas of stress-resiliency, time effectiveness, relationships, human resources and leadership.

