



2022 Legislative and Case Law Update: Virtual

Event

1.18.22

9:00 AM — 12:30 PM PDT

\$50 per person

Additional webinar date:

Thursday, January 13, 2022

Fisher Phillips invites you to join us for an informative program covering vital legislative and legal updates impacting employers across the State of California. Fisher Phillips attorneys will analyze significant new legislation, case law updates, and employee benefits law developments that will affect California employers in the new year. Employers will walk away with the latest legal labor and employment updates and COVID-19 legal requirements for the workplace.

This seminar is appropriate for business owners, in-house counsel, HR professionals, and anyone who handles employee complaints, manages employees, or makes decisions impacting the workplace.

New legislation to be covered:

- **SB 331 “Silenced No More Act” Extension** - Follow-up to SB 820 (which banned NDAs in settlement agreements for claims of sex discrimination or harassment)
- **AB 701 Warehouse Distribution Centers** - Requires a written description of any work “quota” by Jan. 31, 2022
- **AB 1003 Criminal Liability for Intentional Unpaid Wages** - Makes intentional wage theft a crime of grand theft
- **SB 606 New Cal/OSHA Penalties** - Creates two new categories of violations that carry the same penalty as “willful” or “repeat” violations
- **AB 654 COVID-19 Exposure and Notification** - Follow-up bill to AB 685
- **AB 1033 – CFRA “Parent-in-Law”** - Follow-up to SB 1383 from last year – expands “family member to include parents-in-law”
- **SB 62 – Garment Manufacturing** - Expands joint liability for wage violations for any business in

the garment industry supply chain

- **SB 646 PAGA Exemption for Unionized Janitorial Employers** - Follows previous similar legislation that exempted unionized construction employers from PAGA
- **SB 639 Subminimum Wage** - Looks to phase out the subminimum wage certificate program by 2025
- **AB 1506/AB 1561 Independent Contractors** - Expansion of some of the AB 5 (ABC test) exemptions
- **SB 321 Workplace Safety and Household Domestic Services** - Cal/OSHA advisory committee for policies to protect the health and safety of privately funded household domestic service employees
- **SB 657 Electronic Documents** – Employers may distribute employee information by email
- **SB 762 Arbitration** - Follow-up measure to SB 707 from 2019

The program will also cover 2021 significant case law updates and important benefits law updates.

This event has been submitted for 3.25 hours of HRCI & SHRM credit.

If you have any questions, please contact CASEminars@fisherphillips.com.

Fisher Phillips is committed to providing access to all of our events for disabled attendees. If you need an accommodation to participate in this event, please give us three business days advance notice prior to the scheduled event by contacting CASEminars@fisherphillips.com. Thank you.

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