

Insights, News & Events

FISHER PHILLIPS 2023 CALIFORNIA LEGISLATIVE AND CASE LAW UPDATE

Event

Jan 25, 2023

9:00 am - 12:30 pm PST

\$65 per person

As the pandemic wanes and California adjusts to a new “normal,” the California Legislature has been very active and as a result, Governor Newsom signed a number of laws that will have immediate and long-term repercussions for California employers. Fisher Phillips invites you to join us for an informative program covering important California legislative and legal updates. Fisher Phillips attorneys will analyze new legislation, case law updates, and employee benefits law developments that will affect employers on January 1, 2023, and beyond.

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:

- **AB 152** – Extension of CA Supplemental Paid Sick Leave (SPSL) - Extends the California SPSL law from September 30, 2022 to December 31, 2022.
- **AB 2188** – Employment Discrimination and Cannabis - Effective January 2024, prohibits adverse action based on (1) an employee’s use of cannabis off the job and away from the workplace, or (2) a drug-screening test that found the employee to have non-psychoactive cannabis

Related People



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metabolites in their hair, blood, urine, or other bodily fluids.

- **AB 1949** – Bereavement Leave - Requires California employers with 5 or more employees to provide up to 5 days of unpaid bereavement leave.
- **AB 1041** – CFRA/PSL “Designated Person” - Amends CFRA and PSL to allow an employee to take leave to care for a “designated person” (any individual related by blood or who is the equivalent of a family relationship).
- **SB 1162** – Pay Transparency and Pay Data Reports - Requires employers with 15 or more employees to include pay scale information in job postings and requires employers of all sizes to provide such information to current employees upon request. Also makes a number of changes to existing pay data reporting requirements.
- **SB 1044** – Retaliation and “Emergency Conditions” - Prohibits an employer, in the event of an “emergency condition” from taking adverse action against an employee.
- **AB 2693** – COVID-19 Notices – Extends statutory (AB 685) notice requirements until 2024; modifies COVID-19 notices to allow workplace postings in lieu of individual notices.
- **AB 1751** – COVID-19 Workers’ Compensation Presumption – Extends the presumption enacted as SB 1159 until January 1, 2024.
- **AB 257** – “Fast Food” Sector Council - Establishes the Fast-Food Council for the purpose of establishing sector-wide minimum standards on wages, working hours, and other working conditions related to fast food restaurant workers.
- **AB 2183** – Card Check Under ALRA - Modifies the process by which agricultural employees select union representation; announced follow-up legislation in 2023 will amend this into a straight “card check” process.

The program will also cover 2022 significant case law updates and important benefits law updates. The firm is submitting these programs for 3.5 hours of HRCI and SHRM credit.



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Service Focus

Employee Leaves and Accommodations

Employment Discrimination and Harassment

Labor Relations

Pay Equity and Transparency

Wage and Hour

Industry Focus

Hospitality

Cancellation requests must be received 3 calendar days before the event for a full refund.

Please note:

- Payment is accepted by credit card only. Checks or invoices are not being accepted as a form of payment.
- Each registrant must register with a unique email address.

If you have any questions, please contact [**CASeminars@fisherphillips.com**](mailto: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**](mailto:CASeminars@fisherphillips.com). Thank you.*

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