



# Fisher Phillips 2024 California Legislative & Case Law Update Webinar

Event

12.19.23

8:30 AM — 12:30 PM PDT

\$65 per person

**This session is also available on January 10, 2024. To register, please [click here](#).**

This has been the most active legislative year on the labor and employment front since before the COVID-19 pandemic. Dozens of bills have made their way through the legislative process – including increases to paid sick leave requirements, new leave entitlements, workplace violence prevention requirements, rehire obligations for displaced workers, and many more.

Fisher Phillips invites you to join us for an informative half-day seminar covering important California legislative and legal updates that will affect employers in 2024 and beyond. Our attorneys will analyze new legislation, provide immigration and benefits updates, and will review case law updates.

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 includes:

- **SB 616** – Paid Sick Days – Increases paid sick days and increased accrual caps.
- **SB 848** – Leave for Reproductive Loss – Allows employees to take up to 5 days of leave for a “reproductive loss event”.
- **SB 553** – Workplace Violence – Requires employers to adopt workplace violence prevention plans and comply with recordkeeping and training requirements.
- **AB 1228** – Fast Food Workers – Establishes minimum work wage and watered-down Fast-Food Council.
- **SB 476** – Food Handler Cards – Establishes guidelines for employers regarding food handling cards.

- **SB 525** – Healthcare Worker Minimum Wage – Enacts different minimum wage increases depending on the type of health care facility.
- **SB 497** – Retaliation Presumption – Establishes a 90-day rebuttable presumption for retaliation claims.
- **AB 594** – Local Enforcement of Employment Laws – Expands the ability of local “public prosecutors” to prosecute civil or criminal actions for violations of the Labor Code.
- **SB 700** – Cannabis Use – Makes it unlawful for employers to request information from applicants regarding prior use of cannabis.
- **SB 365** – Arbitration – Courts are no longer automatically required to stay the underlying litigation during an appeal.
- **AB 1076** – Non-Compete Agreements – Provides it is unlawful to include a non-compete in an employment contract.
- **SB 699** – Non-Compete Agreements – Establishes that non-competes are unenforceable regardless of where or when signed.
- **SB 723** – COVID-19 Rehire Rights – Extends existing law SB 723 until December 31, 2025.
- **AB 647** – Grocery Workers – Updates existing grocery retention law including expanding to include distribution center employees and adds a new right of action for enforcement.
- **AB 636** – Agricultural Employees – Requires notice of federal or state disaster declaration and requires visa employers to provide notice of employment-based information.
- **SB 362** – “Delete Act” – Amends existing data broker registration law and creates a single request for deletion of data by registered brokers.
- **SB 770** – Single Payer Healthcare – A step towards a single payer healthcare system and establishes a working group for recommendations.

The firm is submitting these programs for 3.5 hours of HRCI and SHRM credit.

**Please note:**

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

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*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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