



Fisher Phillips 2025 California Legislative & Case Law Update: Irvine

Event

Irvine Marriott

18000 Von Karman Ave.

Irvine, CA 92612

12.10.24

8:30 AM — 12:30 PM PDT

\$65 per person

Additional dates:

Monday, December 9, 2024 | Los Angeles

Tuesday, December 9, 2024 | San Francisco

Wednesday, December 11, 2024 | Sacramento

Thursday, December 12, 2024 | Sacramento

Thursday, December 12, 2024 | San Diego

Thursday, January 9, 2025 | Woodland Hills

The 2024 legislative year in California was another busy one, introducing a wave of critical updates that every employer needs to understand. 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 2025 and beyond with an overview of important new laws impacting workplace policies, compliance, and employee management.

Participants will gain insights into key legislative changes, including:

- **AB 2288/SB 92** – PAGA Reform – PAGA reform that includes multiple changes that impact how to prevent and respond to claims.
- **AB 1034** – Labor Code Private Attorneys General Act – Extends a PAGA exemption for employers in the construction industry covered by a collective bargaining agreement until 2038.
- **SB 399** – Employer Communications | Intimidation – Prohibits adverse action against employees who decline to participate in meetings or receive employer communications regarding political or religious matters, including the decision to join a union.
- **AB 2299** – Whistleblower Posting – Requires the California Labor Commissioner to develop a model list of employees' rights and responsibilities under California's existing whistleblower

laws.

- **AB 2499** – Victim-of-Violence Leave – Recasts and strengthens protections for employees (and family members) who are victims of qualifying acts of violence.
- **AB 2123** – Disability Compensation | Paid Family Leave – Prohibits requiring employees to take up to two weeks of earned but unused vacation before receiving benefits under California’s paid family leave program.
- **SB 1100** – Discrimination | Driver’s License – Makes it unlawful for an employer to include a statement in a job advertisement, posting, application, or other material that an applicant must have a driver’s license unless certain criteria is met.
- **SB 988** – Freelance Worker Protection Act – Requires written contracts for certain freelancers and requires that they be paid by contract date (or 30 days after services rendered if not specified).
- **AB 3234** – Social Compliance Audits – Requires public posting of information related to voluntary “social compliance audits”.

And more.

What You'll Learn:

- The most significant legislative shifts from the 2024 session and how they will affect employers in 2025.
- How to adapt your policies and practices to remain compliant.
- Strategies to mitigate risks and prevent costly litigation.

Designed for HR professionals, in-house counsel, business owners, and anyone responsible for managing a workforce, this seminar will provide the practical knowledge and tools to help you navigate California's evolving regulatory landscape with confidence. Don't miss out on staying ahead of the curve in 2025.

The firm is submitting these programs for 3.25 hours of HRCI and SHRM credit.

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**.

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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