



Fisher Phillips 2026 California Legislative & Case Law Update: Irvine

Event

Irvine Marriott

18000 Von Karman Ave.

Irvine, CA 92612

11.20.25

8:30 AM — 12:30 PM PDT

Cost: \$65 per person

[Register for Event](#)

Additional Dates:

Thursday, November 13, 2025 | [San Diego](#)

Thursday, November 13, 2025 | [San Francisco](#)

Tuesday, November 18, 2025 | [Sacramento](#)

Tuesday, November 18, 2025 | [Woodland Hills](#)

Wednesday, November 19, 2025 | [Sacramento](#)

Tuesday, December 9, 2025 | [Los Angeles](#)

Fisher Phillips invites you to join us for an informative, in-person half-day seminar exploring the key California legislative and legal updates that will shape the workplace in 2026 and beyond.

This program will provide a clear overview of new laws affecting employment policies, compliance requirements, and workforce management. Sessions will address recent developments in immigration, employee benefits, and 2025 case law updates, with practical guidance on adopting best practices and minimizing risk. Designed for HR professionals, in-house counsel, business owners, and anyone responsible for managing employees, this in-person seminar offers not only actionable insights and tools, but also the opportunity to engage directly with speakers and peers.

Participants will gain insights into key legislative changes, including:

- **SB 7 (“No Robo Bosses”)** – SB 7 is specific to employment-related decisions using AI technology and automated decision systems (ADS). This bill would require employers to provide certain

notices regarding the use of ADS, prohibit employers from using ADS for certain purposes (including inferring a worker's protected status under existing law), and require a human reviewer when an employer relies primarily on ADS to make a discipline, termination, or deactivation decision.

- **SB 446 (Data Breach Notification)** – This bill requires data breach notifications to be made within 30 days of discovery or notification of the data breach.
- **SB 53 (Large AI Models)** – This bill is a follow-up to last year's SB 1047, which was vetoed by the governor. SB 53 requires large developers of the most advanced and costly AI systems to implement certain protocols and make public disclosures of the protocols they use to mitigate the risk of catastrophic harms.
- **AB 1136 (Immigration and Work Authorization)** – This bill was introduced in response to well-publicized federal immigration enforcement actions earlier this year. Among other things, the bill would require employers to provide workers with up to five unpaid days per year to attend to matters dealing with immigration status or work authorization. It also requires employers to provide reinstatement rights (for up to two years) for employees who have been terminated due to lack of proper work authorization but subsequently produce it.
- **SB 261 (Unsatisfied Wage Judgments)** – This bill would create a civil penalty of up to three times the amount of any outstanding wage judgment that goes unsatisfied for 180 days after the time to file an appeal has lapsed.
- **SB 464 (Pay Data Reporting)** – This bill would make several changes to California's existing pay data reporting law, including mandatory civil penalties for failures to comply with the reporting requirements.
- **SB 294 (Workplace Know Your Rights Act)** – Also inspired by recent immigration enforcement action, this bill would establish a new workplace notice requirement advising workers about their rights under the law.
- **SB 642 (Job Postings and Equal Pay)** – This bill revisits California's requirement to provide pay scales in job postings to specify that the pay scale listed must be made in "good faith."
- **AB 692 (Stay or Pay Provisions)** – AB 692 attempts to prohibit certain "stay or pay" provisions in agreements with employees. Among other things, the bill makes it unlawful for any employment contract entered into after 2025 to include specified terms requiring a worker to pay an employer a debt if the worker's employment or work relationship with that employer terminates, unless certain conditions are met.
- **AB 1326 (Face Coverings)** – AB 1326 – would provide that an individual has a right to wear a "health mask" in any public place (including an employment setting or other workplace).
- **AB 858 (COVID Rehire Rights)** – This legislation would extend a soon-to-expire law, which provides COVID rehire rights for certain hospitality and related workers, until January 1, 2027.
- **SB 590 (Paid Family Leave)** – This bill amends California's Paid Family Leave law to allow employees to care for a seriously ill "designated person" – meaning any blood relative or individual who is the equivalent of family.

What you'll learn:

- Key legislative changes from the 2025 session and their impact on employers in 2026
- Practical steps to update workplace policies and maintain compliance
- Strategies to reduce risk and avoid costly litigation

Don't miss the chance to stay ahead of these critical changes in 2026.

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).

Educational Credits

HRCI and SHRM

- The firm is submitting this seminar for credit.

CLE

- Fisher Phillips will make all reasonable efforts to obtain CLE credit for this program in every state that is relevant to attendee's MCLE needs. In certain instances, some programs may not be awarded CLE credit because of content, delivery or jurisdictional restrictions.
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