



Employment Law: Legislative and Case Law Update

Event

12.15.15

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As is customary in California, employers will face many new challenges in 2016 as a result of an active legislature and court system. Governor Brown signed several bills into law for 2016 that will create greater compliance issues for California employers. Several important court decisions have created additional exposure for employers. In light of the ever shifting landscape, employers need to stay up to date, or face potential litigation. To guide employers through these upcoming changes, our 2016 Legislative and Case Law Update will feature Fisher Phillips partners who will analyze significant legislation and cases that will impact California employers in the new year.

New legislation for 2016 includes:

- SB 358: California Fair Pay Act
- AB 987 and AB 1509: Expansion of Protected Activities and Categories under FEHA
- AB 304: Amendments to the Mandatory Paid Sick Leave Law
- AB 1506: Curable PAGA Claims for Wage Statement Violations
- AB 622: Limitations and Civil Penalties on Use of E-Verify System
- AB 1513: New Piece Rate and Rest Period Requirements

2015 significant case law includes:

- ***Young v. United Parcel Serv., Inc.*** (2015) 135 S. Ct. 1338: Discrimination claims under the Pregnancy Discrimination Act follow the traditional Title VII burden-shifting framework.
- ***EEOC v. Abercrombie & Fitch Stores, Inc.*** (2015) 135 S. Ct. 2028: Employers who merely suspect an employee's need for accommodation must accommodate that employee's need.
- ***Higgins-Williams v. Sutter Medical Foundation*** (2015) 237 Cal. App. 4th 78: An employee's anxiety and stress from a supervisor's standard oversight is not a disability under FEHA.
- ***Browning-Ferris Industries of California, Inc.*** (2015) 362 NLRB No. 186: New standard for determining if two entities are "joint employers."
- ***Disney v. Automation*** (Drafting policies clearly and ensuring receipt of policies to employees)

- ***Kicney v. Automation*** (Drafting policies clearly and ensuring receipt of policies to employees)
- ***Uber cases*** (Independent Contractor Issues)

Date and Time:

Tuesday, December 15, 2015

8:30 a.m. - 9:00 a.m.

Registration and Breakfast

9:00 a.m. - 11:00 a.m.

Program

Location:

Ventura County

Saticoy Country Club

4450 Clubhouse Drive

Somis, CA 93066

Cost:

\$45 per person or \$35 per person if two or more individuals from the same organization attend.

\$30 per person for members of SHRM or PIHRA.

Cancellations must be received at least three calendar days before the seminar in order to be eligible for a refund.

For additional information please contact: Jackie Greenbaum at jgreenbaum@fisherphillips.com.

***If you are a Certified Human Resources Professional through the HR Certification Institute, you may receive up to 2.25 hours of credit toward recertification with HRCI.*

***Attorneys can receive up to 2.25 hours of credit toward California MCLE for attending this program.*