

Insights, News & Events

IF YOU HAVEN'T SERIOUSLY THOUGHT ABOUT OSHA'S NEW RULES, MAKE NOW THE TIME

Irvine Breakfast Briefing

Event

Sep 8, 2016

7:30 AM - 9:15 AM

Fisher Phillips
Conference Room
2050 Main Street
Suite 1000
Irvine, CA 92614

Join us for breakfast and a discussion on a hot HR topic. This complimentary event is a great opportunity to network and talk with other HR professionals and our lawyers in an informal and collaborative setting to get the information you need to stay in the know.

In the past 18 months, OSHA has published new rules that dramatically impact employers. If that were not bad enough, OSHA also instituted a 78% increase in penalties effective August 1, 2016. Prior to these new rules, employers had not worried as much about OSHA exposure because of relatively modest penalties and few random investigations. However, these recent changes make now the time for employers to pause and realistically consider their OSHA compliance (and vulnerabilities). Just recently OSHA cited an automotive parts manufacturer with \$3.42 million in violations. This is not simply one more mind-numbing employment law change. Amongst other changes, employers are more likely to be visited, new recordkeeping rules will require employers to publically post electronic

Related People



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reports, and practices like automatic post-accident drug testing will be considered to be retaliatory.

At this briefing, we will examine the new rule requirements; discuss the impact of the new rules on drug testing and company safety incentive programs; and examine how employers can effectively improve their current programs and record keeping. Finally, we will discuss the real-life challenges that are arising as employers strive to comply with these rules, as well as share our perspective on what employers should anticipate from an enforcement perspective and the best practices. Attendees will walk away with effective tools to ensure you're not surprised when OSHA pays your company an unexpected visit.

Agenda:

7:30 a.m. – 8:00 a.m.

Breakfast and Networking

8:00 a.m. – 9:00 a.m.

Presentation

9:00 a.m. – 9:15 a.m.

Questions and Answers

Guest Speaker:

Collin D. Cook, ccook@fisherphillips.com, (949) 798-2166

Collin's practice at Fisher Phillips focuses on workplace safety and Construction labor law, among other areas of employment law.

Hosted By:

Boris Sorsher, bsorsher@fisherphillips.com, (949) 798-2101

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Usama and Boris represent and counsel employers in all areas of labor and employment law, including defense of class actions, wage & hour, harassment, discrimination, retaliation, privacy, unfair competition, and trade secrets. Both Usama and Boris were recognized as Southern California "Rising Stars" by Super Lawyers in 2013, 2014, and 2015.

There is no cost to attend this briefing. Space is limited – attendance will be awarded on a first-come, first-served basis.

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Related Offices

Irvine

Please RSVP no later than September 6, 2016.

***This program has been submitted to the HR Certification Institute and SHRM for review.*