



3rd Annual Employment Law Update

PRESENTED BY FISHER PHILLIPS AND THE LOS ANGELES LATINO CHAMBER OF COMMERCE

Event

City Club Los Angeles
555 S. Flower Street
51st Floor
Los Angeles, CA 90071

1.18.17

9:00 AM - 11:00 AM

As is customary in California, employers will face many new challenges and regulations in 2017 as a result of an active legislature. Governor Brown signed several bills into law for 2017 that will create greater compliance issues for California employers. In light of the ever shifting landscape, employers need to stay up to date, or else face potential litigation. To guide employers through these upcoming changes, our 2017 Legislative and Case Law Update includes a wealth of significant legislation and cases that will impact California employers in the new year.

New legislation for 2017 includes:

- SB 1063: Expands Equal Pay Act to Include Race and Ethnicity
- SB 1241: Requires In-State Adjudication for California Employees
- AB 1843: Prohibits Hiring-Related Inquiries Regarding Juvenile Court Convictions
- SB 1001: Stiff New Penalties for Employment Verification Violations
- AB 1732: Single-User Restrooms with Identifying Signage for All Genders
- AB 2535: Required Wage Statement Information Clarified for Exempt Employees

2016 significant case law includes:

- ***Tyson Foods, Inc. v. Bouaphakeo*** (2016) 136 S. Ct. 1036: In an FLSA class action, employees expert's report was a permissible means of establishing hours worked donning and doffing by showing that each class member could have relied on that sample to establish liability had each brought an individual action.
- ***Morris v. Ernst & Young, LLP*** (9th Cir. 2016) 2016 WL 4433080: Petition for certiorari filed on September 8, 2016. Class action waivers in an employer's arbitration agreement violate employee

rights under the National Labor Relations Act, and are unenforceable.

- ***McLean v. State of California*** (2016) 1 Cal.5th 615: California Labor Code provisions requiring prompt payment of final wages apply not only to employees who quit their employment, but also to employees who retire.
- ***Kilby v. CVS Pharmacy, Inc.*** (2016) 63 Cal.4th 1: Suitable seating requirements under the Wage Orders includes an analysis of the totality of the circumstances including relevant tasks, physical layout of the workspace, and the employer's business judgment.
- ***Castro-Ramirez v. Dependable Highway Express*** (2016) 2 Cal. App. 5th 1028: An employee's association with a physically disabled person is itself a "physical disability" under California's Fair Employment and Housing Act.

[Click here to register.](#)

Agenda:

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

Registration and Breakfast

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

Program

There is no cost to attend this briefing.

Questions: email strajcevska@fisherphillips.com

**If you are a Certified Human Resources Professional through the HR Certification Institute, you may receive up to 2 hours of credit toward recertification with HRCI. This program is eligible for 2 SHRM credits.*

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