



# California 2018 Legislative and Case Law Update

Event

Multiple locations

(See below)

Multiple Dates

8:30 AM - 12:00 PM

California employers will soon need to adjust to a new reality as a number of new workplace restrictions have been passed by the state legislature and just signed into law by Governor Jerry Brown. State lawmakers were quite active this year, with almost 2,500 bills introduced and over 1,000 making it to the Governor's desk. In light of the ever-evolving legal landscape, employers need to stay up-to-date on current legislation or face potential litigation. To guide employers through these upcoming changes, Fisher Phillips 2018 Legislative and Case Law Update will provide a wealth of information on a variety of topics affecting businesses in 2018 and beyond.

## New Legislation for 2018 Includes

- **AB 1008:** The "Ban the box" law that restricts when an employer may consider criminal conviction history information concerning applicants for employment.
- **AB 168:** Prohibits public and private employers from seeking or relying upon the salary history of applicants for employment.
- **SB 63:** "New Parent Leave Act" provides up to 12 weeks of job-protected parental leave for employers with between 20 and 49 employees.
- **AB 450:** Prohibits employers from voluntarily consenting to Immigration and Customs Enforcement (ICE) access to the worksite without a judicial warrant, requires employers to provide their workers with notice of certain immigration enforcement actions, and imposes new statutory penalties for violations of the law.
- **SB 306:** Dramatically tilts the scales in favor of employees when it comes to retaliation and whistleblower claims.
- **SB 396:** Provides that current AB 1825 training must include training on harassment based on gender identity, gender expression, and sexual orientation.

- **AB 1701:** Makes a general contractor on a private construction project liable for wage and fringe benefit liabilities incurred by their subcontractors.

## **2017 Significant Case Law Updates**

Learn about significant case laws of 2017 and how they will affect the workplace moving forward.

## **Employee Benefits Update**

The healthcare landscape is evolving on a daily basis. Tune-in to find out the latest on the ACA and what may be in store for 2018.

### **Time**

8:30 a.m. – 9:00 a.m.

*Registration and Breakfast*

9:00 a.m. – 12:00 p.m.

*Program*

**Dates** (Click on a link below to register)

[December 5, Irvine – Hilton Irvine/OC Airport, 18800 MacArthur Blvd, Irvine, CA 92612](#)

[December 6, Los Angeles -- JW Marriott, 900 W Olympic Blvd, Los Angeles, CA 90015](#)

[December 6, San Francisco – Olympic Club, 524 Post St, San Francisco, CA 94102](#)

[December 7, San Diego – Hilton Torrey Pines, 10950 N Torrey Pines Rd, La Jolla, CA 92037](#)

[December 8, Sacramento – Sutter Club, 1220 9th St, Sacramento, CA 95814](#)

[December 13, Ontario – Ontario Airport Hotel, 700 N Haven Ave, Ontario, CA 91764](#)

For questions, please email [CAseminars@fisherphillips.com](mailto:CAseminars@fisherphillips.com).

### **Cost:**

\$45/person - \$40/person if two or more register from the same organization.

\$35/person - SHRM, PIHRA, SDSHRM, SDHR Forum, NCHRA, NHRA and SAHRA members

Cancellation requests must be received at least three calendar days before program for a refund.

*\*\*This program has been submitted for review by the HR Certification Institute and SHRM for 3 credits.*

