



# 2018 Employment Legislative and Case Law Update

IRVINE BREAKFAST BRIEFING

## Event

Sheraton Cerritos Hotel

12725 Center Court Drive South Cerritos, CA 90703

1.31.18

7:30am - 9:30am

2018 is upon us, which means California employers need to adjust to a new set of workplace restrictions have been passed by the state legislature and just signed into law by Governor Jerry Brown. State lawmakers were quite active last 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.

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***Presented by:***

Usama Kahf

Partner, Fisher Phillips

Boris Sorsher

Partner, Fisher Phillips

***Cost:*** Event is Complimentary for Invited Guests

***Related People***

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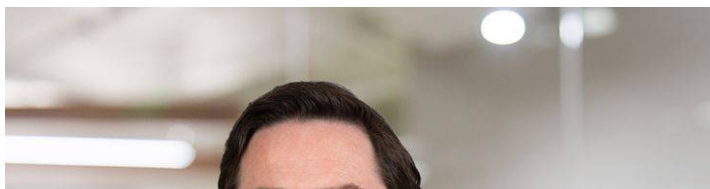


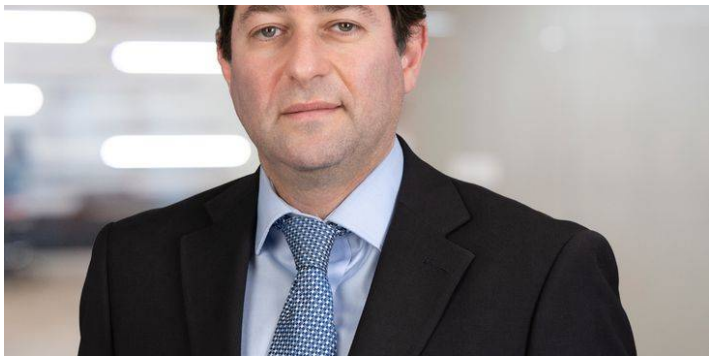
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***Related Offices***

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