



## 2019 Legislative and Case Law Update

Event

Multiple locations

(See below)

Multiple Dates

8:30 A.M. - 12:00 P.M.

Governor Brown has signed numerous measures into law that will impact California businesses in 2019 and beyond. Don't wait to prepare. Join us for the Fisher Phillips 2019 California Legislative and Case Law Update. The program will quickly get you up-to-speed on the new laws in an environment that will allow ample time for Q&A.

### **New Legislation for 2019 Includes:**

**SB 820:** Known as the STAND (Stand Together Against Non-Disclosure) Act, this law broadly prohibits non-disclosure clauses in settlement agreements involving sexual assault, sexual harassment, or sex discrimination.

**SB 1300:** Comprehensive legislation that contains a number of sweeping provisions that will change the way sexual harassment claims are litigated in California.

**SB 1343:** Requires employers with five or more employees to provide sexual harassment prevention training to both supervisory and non-supervisory employees.

**AB 1976:** Updates current lactation accommodation law to specify that employers must make reasonable efforts to provide a room "other than a bathroom" to accommodate such employees.

**SB 826:** Mandates that all California-based publicly traded corporations must have at least one female director on their board of directors.

**SB 970:** Requires a hotel or motel employer to provide 20 minutes of training to employees that are likely to come into contact with victims of human trafficking.

**AB 3109:** Intended primarily for cases involving criminal conduct or sexual harassment, the new law bars settlement agreement provisions that prevent testifying in legal or legislative proceedings.

**SB 1402:** Establishes joint and several liability for customers who contract with port drayage carriers who have unsatisfied judgments regarding unpaid wages, damages, expenses, penalties and workers' compensation liability.

**AB 2282:** Clarifies prior law prohibiting salary inquiries of job applicants.

## **2018 Significant Case Law Updates**

Learn about significant new case law in 2018, including the *Epic Systems* case confirming that class action waivers in arbitration agreements are lawful, the *Dynamex* case imposing a new test for classification of independent contractors, and the *Starbucks* case holding that the "de minimis" rule for off-the-clock work does not apply in California.

## **Employee Benefits Update**

The healthcare landscape is evolving on a daily basis. Tune-in to find out what may be in store for 2019.

### **Time**

8:30 a.m. – 9:00 a.m.

*Registration and Breakfast*

9:00 a.m. – 12:00 p.m.

*Program*

Questions? Please email [CAseminars@fisherphillips.com](mailto:CAseminars@fisherphillips.com).

**Dates and Locations** - (Click on a link below to register)

**November 29: Ontario**

**Registration is now closed.**

**December 3: Sacramento**

**Registration is now closed.**

**December 4: San Francisco**

**Registration is now closed.**

**December 5: Los Angeles**

**Registration is now closed.**

**December 11: Ventura**

**Registration is now closed.**

**December 12: Irvine**

**Registration is now closed.**

**December 13: San Diego**

**Registration is now closed.**

**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

**Please note, checks are not being accepted as a form of payment.**

**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.*

### ***Related Offices***

Irvine