

WEBINAR



The Road Ahead: What Employers Need to Know Coming Out of 2023

Thursday, November 2, 2023

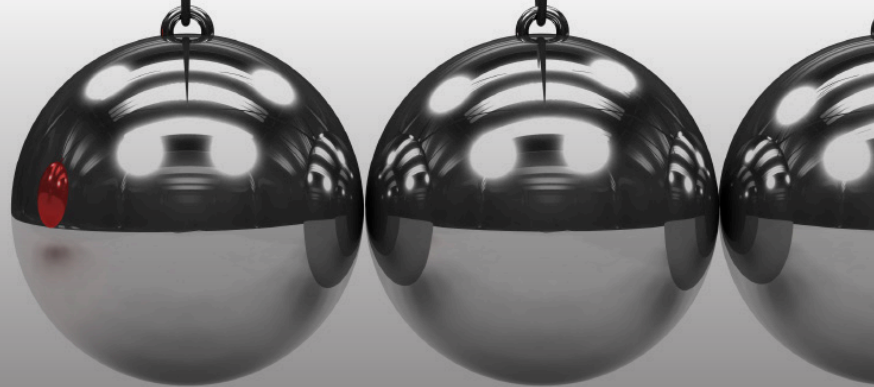
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WEBINAR



NLRB: The Swinging Pendulum

Tuesday, November 7, 2023

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Northeast Employment Labor Law Update

Thursday, November 9, 2023

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2023 California Employment Law Case Update

Tuesday, November 14, 2023

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AI & BIPA Employment Law Issues: Hold on to & Inform Your Humans

Thursday, November 16, 2023

Lisa Handler Ackerman

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A group of five people (three men and two women) standing in a workshop or industrial setting with large windows in the background. They are dressed in a mix of professional and work attire. The man on the far left is wearing blue coveralls. The woman next to him is in a black blazer. The man in the center is wearing a blue shirt and tie. The woman next to him is wearing a blue shirt and overalls. The man on the far right is wearing a dark blue t-shirt and jeans.

Southeast | Mid-Atlantic Employment Practices Liability Law Update

Tuesday, November 21, 2023

Christina Heischmidt

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Jeremy Stephenson

Partner - Charlotte, NC

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Key Federal Law Developments Including Religious Accommodations and the Pregnant Workers Fairness Act

Tuesday, November 28, 2023

Linda P. Wills

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The State of PAGA Actions in California Has Been on a Wild Ride

Thursday, November 30, 2023

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2023 VIRTUAL EMPLOYMENT & LABOR LAW SUMMIT

November 2, 2023



Dean Rocco, Esq.
November 2, 2023

The Road Ahead: What Employers Need to Know Coming Out of 2023



Today's Agenda

- Workplace Violence Prevention Standards
- Disability & Leave Management Advances
- Regulations Surrounding Employment Agreements
- Wage & Hour Rules
- Use of Criminal Records in Employment Decisions
- The Arrival of Cannabis
- Rules Specific to Large Industries
- What *Didn't* Make it into Law...

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Workplace Violence Prevention Standards



- SB 553 Creates Labor Code, §6401.9.
- Effective July 1, 2024
- Requires Creation of Workplace Violence Prevention Plan as Part of Injury and Illness Prevention Plans

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Workplace Violence Prevention Standards

- Existing Law Provides Mechanism for Workplace Restraining Orders to Address Credible Threats of Violence made against Employees.
- SB 428 Expands Code of Civil Procedure, §527.8



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Disability & Leave Management Advances



- SB 616 Amends the 2014 Healthy Workplaces, Healthy Families Act
- Effective January 1, 2024
- Increases Job Protected Leave Hours
- Changes Caps and Carry-Over Practices
- Changes Frontloading Practices
- Impacts Accrual Rates
- Creates Pre-Emption over Local Standards

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Disability & Leave Management Advances

- SB 848 Provides Leave Following Reproductive Loss



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Regulations Surrounding Employment Agreements

- Existing Law – Business & Professions Code §16600
- SB 699 – Adds Business & Professions Code §16600.5
- AB1076 – Amends Section 16600 and Creates Section 16600.1
- SB 365 – Another Speed Bump on Enforcing Arbitration Agreements



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Wage & Hour Protections & Enforcement

- SB 497 Adds Retaliation Presumptions
- AB 594 Authorizes Local Prosecutors to Enforce the Labor Code
- AB 636 Introduces New Provisions for “Notices to Employees” at Hire
- AB 102 Foreshadows New Wage Orders



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Use of Criminal Records



- New FEHA Regulations on Use of Criminal History
- Effective October 1, 2023
- Requires Individual Assessment Before Using Criminal Convictions

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Cannabis Has Arrived

- AB 2188 Takes Effect January 1, 2024
- SB 700 Expands Protections for Prior Cannabis Use



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Some Large Industry Specific Rules

- SB 723 Extends Recall Rights for Hospitality Workers
- SB 525 Introduces New Minimum Wage Rates for Healthcare Workers



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The Cutting Room Floor



- SB 731 (Return to Work Notice Requirement)
- AB 518 (Paid Family Leave Expansion)
- AB 524 (Family Caregiver as Protected Status)
- SB 403 (Caste as a Protected Status/Characteristic)

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Questions?



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