

*Webinar on*

# **What Laws Have Changed for 2020 in California**

# Learning Objectives

*There are a number of significant laws in 2019 that will affect California employers beginning January 1, 2020. The new laws – some of which were signed into law just weeks ago – address several topics, including:*

- *Worker classification*
- *Discrimination, harassment, and retaliation*
- *Wage and hour issues*
- *Leaves of absence and workplace accommodation*
- *Workplace training and safety*
- *Flexible spending accounts*
- *Limitations on arbitration agreements*

- *Settlement agreements*
- *Privacy*
- *Hairstyle Discrimination*
- *Overtime Changes different than the Department of Labor (DOL)*
- *Sexual Harassment Training changes*
- *No Rehire*
- *Salary questions prohibition in hiring*
- *Ban the Box Enforcement*

*This training will identify the changes in California's employment regulations and will provide the knowledge necessary to mitigate the laws and maintain compliance.*

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### PRESENTED BY:

*Margie Faulk is a senior-level human resources professional with over 14 years of HR management and compliance experience. A current Compliance Advisor for HR Compliance Solutions, LLC, Margie, has worked as an HR Compliance advisor for major corporations and small businesses in the small, large, private, public and non-profit sectors. Margie has provided small to large businesses with risk management strategies that protect companies and reduces potential workplace fines and penalties from violation of employment regulations. Margie is bilingual (Spanish) fluent and Bi-cultural.*



On-Demand Webinar

Duration : 90 Minutes

Price: \$200

# Webinar Description

California has been one of the most employee-centric (employee-friendly) states for employment regulations. It has always been a challenge to keep up with all the regulations trending for Employers who are in California or have employees who work remotely in California. California also is a trendsetter with all the protections for employees with many other states using California's changes as a model. There so many regulations effective in 2019 & 2020 and beyond.

Employers must ensure they are compliant with the regulations and also update their employee handbook and stand-alone policies immediately or suffer the cost of non-compliance.



# Who Should Attend ?

*California Employers  
Multi-State Employers with a  
geographic footprint in California on-  
site or remotely HR Professionals  
Compliance Professionals  
Manager/Supervisors Leadership Office  
Managers Anyone interested in  
learning about California workplace  
regulations*



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