

Employment Law Update 2012: A Wave of New Laws Facing California Employers



California's new Governor and legislature were busy in 2011 enacting a significant number of new laws that will impact your business in 2012 and into the future. At this informative briefing session, Erick Becker, CEO of The American Consulting Group, will update you on new employment laws and regulations on both the state and federal levels and provide practical guidance on necessary steps for compliance. Attendees will also be briefed on what additional changes to expect in the coming year.

You will want to attend this briefing to make sure your business is prepared for the coming year.

This Legal Update will address new California laws:

- Harsh new penalties for improper classification of employees as independent contractors

- Required written disclosure of wage and other information to new hires
- Continuation of health benefits during pregnancy leave
- Limitations on use of credit checks in the hiring process
- Criminal penalties for failure to pay wages due
- Expanded payroll recordkeeping requirements
- Gender identity and gender expression protected classifications under discrimination statutes
- Protection from discrimination on basis of genetic information
- Amendments to organ donor and bone marrow leave
- Additional information required on worker's compensation leave postings

New Federal regulations and important court rulings will also be covered, including:

- Required union rights posting
- Affirmative action for disabled applicants
- Exemption rulings, including outside sales

Important Developments to Watch For in 2012

- Written commission agreements required by end of the year
- *Brinker* decision on meal periods
- Expansion of CFRA
- Required paid bereavement leave

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ACG has been trusted advisors for over 35 years specializing in labor and employee relations, human resources, and workplace safety.

SEMINAR REGISTRATION:

Tuesday, January 31, 2012
8:30 a.m. to 12 Noon

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30 Minutes Before Start of Session

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_____ Street (include suite or building no.)	_____ E-Mail Address
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