



# Employment Law Update 2019: The Expanding Reach of Workplace Regulations



For many years, businesses that kept their workforce below fifty employees were able to avoid having to cope with some of the more onerous federal and state employment regulations. In 2019, however, governments will be expanding their reach over workplaces with smaller numbers of employees, impacting many “mom and pop” businesses that have not had to worry much about human resources compliance.

In reaction to the political environment on the federal level and the “me too,” movement California has adopted a number of laws and regulations addressing hot button topics, such as sexual harassment and discrimination employees that will affect all businesses.

At this informative briefing session, Erick Becker, head of the Labor and Employment practice at Cummins and White, will update you on all of the changes to employment law on both the state and federal levels.

Attendance at this seminar is a must for human resources professionals, managers and business owners seeking practical guidance on employment issues for 2019.

### This Legal Update will address new California laws, including:

**(SB1300):** Enhances protections against harassment by:

- Prohibiting release of harassment or discrimination claims as a condition of employment
- Expanding Employer liability for harassment by non-employees
- Limiting Employer recovery of fees and costs for frivolous cases
- Expressing legislative intent to broaden liability in harassment cases

**(SB 820):** Restricts use of confidentiality clauses in settlement agreements

**(AB 3109):** New limitations on settlement agreements by

- Prohibiting language in a settlement agreement that prevents employee from testifying on harassment or criminal conduct

**(SB 1343):** Expands sexual harassment training requirements

- Companies with 5 or more employees must provide supervisor training
- Companies with 5 or more employees must provide harassment training for all employees

### SEMINAR REGISTRATION:

**Tuesday, January 29, 2019**  
**8:30 a.m. to 12 Noon**  
Embassy Suites Glendale  
800 N. Central Ave.  
Glendale, CA 91203

#### SEMINAR REGISTRATION

**CHECK-IN BEGINS AT 8:00 A.M.**  
**30 Minutes Before Start of Session**

**Tuesday, January 29, 2019**  
Embassy Suites Glendale

**PLEASE EMAIL YOUR COMPLETED ENROLLMENT FORM OR CONFIRMATION TO:**

Attn: Sarah Prince

Phone: (800) 800-5880 x2294

Email: [sarah@ua-insurance.com](mailto:sarah@ua-insurance.com)

#### ENROLLMENT

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No. of Employees

- I cannot attend, but please send me information on United Agencies Insurance Services
- I cannot attend, but please send me information on Cummins and White