

### Breakfast With Your Labor Lawyer - Orange County

#### Spring 2019 Seminar Series

04.24.2019

7:30 a.m. - 8:00 a.m. Registration & Breakfast

8:00 a.m. - 10:00 a.m. Program

#### Avenue of the Arts Hotel

3350 Avenue of the Arts

Costa Mesa, CA 92626

Registration & Materials \$50

[CLICK HERE TO REGISTER](#)

Presented by

**Greg Labate**, *Partner*, Sheppard Mullin

**Matthew Sonne**, *Partner*, Sheppard Mullin

Please join us for Sheppard Mullin's Breakfast With Your Labor Lawyer Seminar Series. This year, you will have to face many new developments in California labor and employment laws that will significantly affect the way you run your day-to-day business operations. We will provide you with analysis and insights on these new laws and offer practical advice and helpful tools to ensure compliance and protect your company from liability in the workplace. We will cover:

#### Employee Privacy

- The California Consumer Privacy Act; how it will impact employment data, employee rights and employer obligations
- A review of background checks; what is and is not allowed; case law imposing new disclosure and consent obligations
- Marijuana and drug testing; a year after legalization

#### Practical Implications of New Wage & Hour Cases

- Surprising new rules regarding on-call shift policies
- Consequences and risks of increasing minimum wage

- Risk of rounding
- Timesheet certifications
- Importance of accurate time records and document retention policies
- Voluntary meal period waivers for healthcare employees
- Personal liability for civil penalties
- New tip pooling rules under federal/state law

## **High Risk Areas for Employers**

- Independent contractors after the landmark Dynamex case
- Joint employer issues
- Uber/Lyft litigation and other service technology platforms
- Vendor engagement for payroll processors
- Employee non-solicit agreements under attack

## **Sexual Harassment**

- New required harassment training
- The risk of sexual harassment litigation in the #MeToo world

## **Federal Perspective**

- NLRB's new independent contractor test
- Effect of government shutdown on e-Verify, I-9s, visas and back pay

***Our attorneys will be available after the presentation to answer all of your legal questions.***

***If you have colleagues who share your interest in this topic, please invite them to attend with you.***

***We look forward to seeing you for this informative, engaging and interactive seminar.***

## **MCLE Credit**

This activity complies with standards for Minimum Continuing Legal Education prescribed by the California State Bar and is approved for 2 hours of MCLE credit.

Sheppard, Mullin, Richter & Hampton LLP is a State Bar of California approved MCLE provider.

## **HRCI Credit**

This program is approved for 2 (California) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through the HR Certification Institute.

Questions? Contact Lindsey Jacobson via email or phone at 714.424.2819.

## Attorneys

Matthew M. Sonne

## Practice Areas

Labor and Employment