

Labor & Employment Law Update and Happy Hour - Orange County

Fall 2023

Avenue of the Arts

10.12.2023

Timeline

3:45 p.m. - 4:00 p.m. Registration

4:00 p.m. - 6:00 p.m. Program

6:00 p.m. - 7:00 p.m. Happy Hour

Avenue of the Arts

3350 Avenue of the Arts

Costa Mesa, California 92626

Presented by

- **Greg Labate**, *Partner*, Sheppard Mullin
- **Greg Berk**, *Partner*, Sheppard Mullin
- **Matt Sonne**, *Partner*, Sheppard Mullin

[CLICK HERE TO REGISTER](#)

Please join us in person for Sheppard Mullin's Labor & Employment Law Update & Happy Hour Seminar Series. New developments in California labor and employment law will significantly impact the way you run your day-to-day business operations. We will provide cutting-edge analysis and insights on these new laws, as well as practical advice and helpful tools to ensure compliance and protect your company from workplace liability. We will cover:

- Recent U.S. Supreme Court decision making it easier to sue employers for religious accommodation.
- California wage issues, including minimum wages, rounding, and more.
- Off-the-job cannabis use.
- Can a single conversation between a supervisor and an employee constitute harassment?
- New rules on an employer's obligation to reimburse employee expenses.
- When do employers have to provide final pay to temporary services employees?
- New definitions of disclosure under state whistleblower statutes.
- Revised criminal history regulations.

- Who can sue when individual PAGA claims have been compelled to arbitration?
- Arbitration agreement was held unenforceable due to an unconscionable confidentiality agreement.
- An unenforceable PAGA waiver invalidated an arbitration agreement.
- It is now easier for employers to appeal the denial of a motion to compel arbitration.
- The new federal Pregnant Workers Fairness Act.
- The DOL issues new guidelines for the PUMP Act.
- The NLRB declares employee non-compete agreements violate the NLRA.
- The NLRB overturns standards for independent contractor status.
- New NLRB standards for evaluating work rules.
- What does affirmative action's death knell mean for employers?
- Immigration issues, including new I-9 forms and e-Verify programs.
- How will the use of artificial intelligence affect employee selection procedures?

Our attorneys will be available after the presentation to discuss the issues presented.

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.

Continuing Education

CA MCLE Credit

This activity has been approved for 2 hours of Minimum Continuing Legal Education general credit by the State Bar of California. Sheppard Mullin Richter & Hampton LLP certifies that this activity conforms to the standards for approved education activities prescribed by the rules and regulations of the State Bar of California governing minimum continuing legal education.

HRCI Credit

This Program, ID No. 639006, has been approved for 2 HR (General) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).

Questions? Please contact [Shanae Wong](#).

Attorneys

Greg L. Berk

Greg S. Labate

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Practice Areas

Labor and Employment