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Breakfast Briefing

California Employment Regulatory Update

Costa Mesa

March 7, 2006
The Westin South
Coast Plaza
686 Anton Blvd.
Costa Mesa, CA

Los Angeles

March 8, 2006
Omni Los Angeles
Hotel
251 South Olive St.
Los Angeles, CA

San Francisco

March 14, 2006
JPMorgan Chase
Conference Centers
560 Mission St., 8th Fl.
San Francisco, CA

Sacramento

March 16, 2006
The Embassy
Suites
100 Capitol Mall
Sacramento, CA

Program Topics:

California Employment Regulatory Update: The Newly Proposed Sexual Harassment Training Regulations and Recent Activity of the California Labor Commissioner

This breakfast briefing will update senior human resource professionals and employment attorneys on recent developments from Governor Arnold Schwarzenegger's administration. While the Governor and the Democrat-controlled Legislature remain gridlocked, the Governor has directed his agencies to promulgate regulations and otherwise clarify existing California labor law. By and large, these efforts have been intended to provide a common-sense approach to understanding California's web of labor and employment law.

The proposed sexual harassment training regulations, issued by the Fair Employment and Housing Commission, answer many of the questions regarding who must be trained, what substantive content should be covered, who is qualified to provide such training, and proposed tracking methods. The regulations emphasize the ongoing requirement to provide training for new supervisors. Additionally, the regulations provide substantive guidance on meeting supervisor training requirements through web-based and on-line training modules, in addition to live classroom training. This briefing helps employers evaluate whether their current programs are compliant and aids them in developing cost-efficient compliance programs going forward.

The California Labor Commissioner has also been active. On January 13, 2006, the Labor Commissioner withdrew the controversial proposed meal and rest period regulations, choosing instead to rely on its 2005 precedent decision. Meanwhile, several California courts have weighed in on the status of California's meal period law, issuing conflicting decisions. The Labor Commissioner has also quietly withdrawn several opinion letters from its website, signaling policy changes in other areas. This briefing provides an update on the status of California's wage and hour laws governing meal and rest periods, deductions from exempt employee's vacation and PTO banks, vacation accrual caps, compensatory time-off, bonus payouts, and direct deposit of final pay, among other developments. As the rash of wage and hour class action litigation continues in California, this briefing will provide timely guidance in avoiding such claims.

Agenda:

7:30 A.M. - 8:00 A.M.	Registration and Continental Breakfast
8:00 A.M. - 9:30 A.M.	Program

Registration:

Please register online at www.seyfarth.com/events.

Should you have any questions please contact:

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The cost of attending the program is \$50 per person.

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