



# Littler's California Employer: A Path Forward to the Next Normal



## Thursday | November 19

8:00 am - 8:15 am PST	<b>Welcome Remarks</b>	
8:15 am - 9:15 am PST	<p><b>2020 Update: California Legislative Employment Law Update and More!</b></p> <p>This fast-paced session guides you through the maze of significant federal and California employment law developments. You'll learn about the latest court cases and regulatory activity as well as crucial developments that will affect your workplace and your responsibilities in California.</p>	<p><b>Ashley J. Brick</b> Los Angeles</p> <p><b>JoAnna Brooks</b> Walnut Creek</p> <p><b>Tracy R. Williams</b> Irvine</p>
9:15 am - 9:30 am PST	<b>Break</b>	
9:30 am - 10:30 am PST	<p><b>Surfing the Choppy Waters of AB5 and Its Growing Exceptions – Where Do California Businesses' Workers Fit In?</b></p> <p>Assembly Bill 5 has been in place less than a year, and the number of new exceptions continues to grow. AB5 codified into the state Labor Code the "ABC Test" for determining whether a worker is an employee or an independent contractor. Seen as the most sweeping employment law in California in decades, we are still learning about the impact which this law has on California businesses. Let us share with you what is new, and where we may be headed.</p> <p>Topics covered in the one-hour webinar will include:</p> <ul style="list-style-type: none"> <li>• An overview of the ABC Test</li> <li>• An analysis of the provisions of AB5 and the new exceptions signed into law this year</li> <li>• A discussion of the impacts of Prop 22</li> <li>• Practical suggestions for California employers to address the numerous challenges presented by this possible change in the law</li> </ul>	<p><b>Mel M. C. Cole</b> San Francisco</p> <p><b>Bruce J. Sarchet</b> Sacramento</p>

<b>10:30 am - 10:45 am PST</b>	<b>Break</b>	
<b>10:45 am - 11:45 am PST</b>	<p><b>Preparing for a Wage/Hour Roller Coaster in the COVID Era and the Next Presidential Term</b></p> <p>During this presentation, we will share war stories and prognostications about how COVID-19 is, has, and will affect wage/hour issues facing employers, including topics such as work from home, health screening, forced salary changes, and exemption challenges. We will also dip our toe in politics as we consider how the next presidential term could affect developing wage/hour issues in the workplace.</p>	<p><b>Philip B. Baldwin</b> San Francisco</p> <p><b>R. Brian Dixon</b> San Francisco</p> <p><b>Stacey E. James</b> San Diego</p>
<b>11:45 am - 12:00 pm PST</b>	<b>Break</b>	
<b>12:00 pm - 1:00 pm PST</b>	<p><b>Maximizing the Impact of Diversity and Inclusion Initiatives and Disclosures</b></p> <p>Increasing emphasis is being placed on improving diversity and inclusion (D&amp;I) in the workplace. There is also a growing trend of disclosing demographic data and D&amp;I initiatives, whether required or voluntary. How can employers maximize the impact of D&amp;I initiatives and related disclosures? During this session, we will explore relevant considerations, including:</p> <ul style="list-style-type: none"> <li>• General principles regarding D&amp;I, including the applicable legal framework</li> <li>• Assessing your D&amp;I journey – where are you now and where are you going?</li> <li>• Potential strategies for improving D&amp;I and making related public statements</li> </ul>	<p><b>Britney Noelle Torres</b> Sacramento</p> <p><b>Denise M. Visconti</b> San Diego</p>
<b>1:00 pm - 1:15 pm PST</b>	<b>Break</b>	
<b>1:15 pm - 2:15 pm PST</b>	<p><b>Changes to Paid Sick Leave Obligations in the Time of COVID-19</b></p> <p>Before the COVID-19 pandemic situation, employers were already struggling to comply with myriad employee leave obligations. With the passage of the federal Families First Coronavirus Response Act (FFCRA) and California and local supplemental paid sick leave laws, additional levels of complexity have been added to their necessary compliance efforts. This session will provide key insights into how employers can manage sick leave obligations now and in the future.</p>	<p><b>Robert S. Blumberg</b> Los Angeles</p> <p><b>Adam Joshua Fiss</b> San Jose</p> <p><b>Maria R. Harrington</b> Irvine</p>
<b>2:15 pm - 2:30 pm PST</b>	<b>Break</b>	
<b>2:30 pm - 3:30 pm PST</b>	<p><b>The Most Challenging Workplace Issues Still Confronting Employers During the COVID-19</b></p> <p>Employers grappling with the effects of the COVID-19 pandemic are still confronting many challenges, including how to keep their businesses running while maintaining a safe environment for their workers. With essential businesses operating under differing and ever-expansive state and health department orders, employers must adapt to rapidly shifting circumstances.</p> <p>This panel of Littler attorneys, who have been at the forefront of guiding companies through the critical issues arising during this pandemic, will identify the most current and pressing issues and discuss practical solutions to help you navigate this immensely difficult workplace environment.</p>	<p><b>Alka Ramchandani-Raj</b> Walnut Creek</p> <p><b>Elizabeth Stonhaus</b> San Jose</p> <p><b>Alecia Whitaker Winfield</b> Los Angeles</p>