



*The CPA Firm Management Association's SoCal Chapter
cordially invites you to our next Chapter Meeting & Roundtable*

2018 Employment Law Update
“The Expanding Reach of Workplace Regulations”
Presented by Erick Becker, Cummins & White LLP

Wednesday, January 24, 2018

7:30AM - 9:30AM

Location:

MacArthur Court Conference Center
4685 MacArthur Court, 3rd Floor, Newport Beach, CA 92660
(949) 233-1047

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 2018, however, governments are 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. It’s more important than ever for all businesses, no matter the size, to understand the necessary steps to stay in compliance and avoid costly litigation and regulatory actions.

Erick Becker, head of the Labor and Employment practice at Cummins and White, will update our group on all of the changes to employment law for 2018 on both the state and federal levels, with practical tips for compliance. Topics will include:

- Expansion of “Baby Bonding” leave rights to employers with 20 or more employees
- Prohibition on asking applicants their salary history and using salary history in hiring
- Restrictions on asking about or using criminal conviction information in hiring (“Ban the Box”)
- Penalties for employers that allow ICE workplace visits without a warrant
- New DFEH regulations on transgender identity and expression in the workplace
- New requirements for sexual harassment training
- Expanded Labor Commissioner authority to penalize workplace retaliation
- Legality of class action waivers in arbitration

Please RSVP at www.cpaafma.org/socal/events by January 22, 2018

All meetings are complimentary for members and include parking. Prospective members are welcome to attend one complimentary meeting. Continental breakfast provided.

CPAFMA chapter meetings are a great way to share information with your peers and enjoy an opportunity to network with other firm administrators from a variety of backgrounds. Please bring your questions and answers on the challenges you face and other issues of firm administration. For more information, visit www.cpaafma.org/socal.