

**SAGASER, WATKINS & WIELAND, PC**  
**&**  
**ARTHUR J. GALLAGHER & CO.**  
**INSURANCE BROKERS OF CALIFORNIA, INC.**

**Invite you to a complimentary breakfast briefing on:**

December 4, 2019: 7:30-10:00 a.m.  
Copper River Country Club  
2140 E. Clubhouse Drive, Fresno, CA 93730

# **BE READY: NEW LAWS FOR 2020!!!**

Employers will be faced with lots of new challenges for the new year. The Legislature and Governor Newsom have been very busy passing new and amended laws. In addition, the Courts have added to employer challenges with difficult interpretations of existing laws or issues. We will discuss the employment-related new laws and recent decision with a focus on the following:

- ▶ AB 5: Independent Contractor v. Employee Status
- ▶ Employment Arbitration Agreements
- ▶ FEHA Claims: Extended Statute of Limitations and Racial Hairstyles
- ▶ No-rehire Provisions in Settlement Agreements
- ▶ Lactation Accommodation
- ▶ California Consumer Privacy Act (CCPA)
- ▶ Labor Code Wage Claims and Penalties
- ▶ Organ Donation Leave
- ▶ Harassment Training Requirements

Bring your questions and problems to this interactive presentation. This activity is pending approval for HRCI General Credit for 2.0 hours. **Please RSVP to Stephanie at (559) 421-7000** or by e-mail at [stephanie@sw2law.com](mailto:stephanie@sw2law.com)