

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

Invite you to a complimentary breakfast briefing on:

March 18, 2020:

Registration, networking & continental breakfast: 7:30 a.m.

Program presentation: 8:00-10:00 a.m.

Copper River Country Club

2140 E. Clubhouse Drive, Fresno, CA 93730

PRIVACY: EMPLOYER OBLIGATIONS CONCERNING EMPLOYEE INFORMATION

Protection of individual privacy rights is in the headlines. Employers must be aware of their obligations concerning employees and employment-related information that they obtain and retain. The California Constitution contains an express right of privacy and California and federal common law also include potential claims for invasion of privacy. The following are areas where employers should be particularly aware of employee privacy rights:

- ▶ Personnel Records
- ▶ Medical Information and Genetic Information
- ▶ Social Security Numbers, Driver's Licenses, Addresses and Telephone Numbers
- ▶ Credit Information
- ▶ Personal Relationships in and related to the workplace
- ▶ Access personnel files and records (Who, Why and When?)
- ▶ Social Media Accounts
- ▶ Monitoring Employees
- ▶ Protecting Employer Trade Secrets

Bring your questions and problems to this interactive presentation. This activity is pending approval for HRCI General Credit for 2.0 hours. **Seating is limited so please RSVP to Stephanie by e-mail at stephanie@sw2law.com or by phone at (559) 421-7000 no later than March 11, 2020.**