

CALIFORNIA LAW FOR TEXAS EMPLOYERS



WEDNESDAY, JANUARY 17, 2018
9:00 a.m. – 12:00 p.m.
Registration and breakfast begins at 8:30 a.m.

NORRIS CONFERENCE CENTER
2525 W Anderson Lane #365
Austin, TX 78757

DETAILS

This seminar will prepare Texas employers for the various requirements for having employees in California. A detailed overview of California employment laws will be provided, with an emphasis on how they differ from Texas laws, and strategies for compliance. Specifically covered will be new laws for 2018, including California's "Ban the Box" law, the new Prohibition on Salary History Inquiries, and Parental Leave for Small Business. Essential policies will also be discussed. Template forms and policies will also be provided. The program will end with a Q&A to allow for all questions.

SPEAKER

Scott Brutocao is a licensed California attorney who has been practicing employment law in California since 1994 and in Texas since 2000. He has litigated and advised employers in hundreds of matters under California law, and has been advising Texas employers on the particular requirements of California law since he was admitted to the Texas Bar in 2000. He is board certified in Labor and Employment Law by the Texas Board of Legal Specialization, and has authored articles and spoken at Continuing Legal Education seminars on both California and Texas employment law throughout his career. He has also designed and conducted California manager employment law training that complies with the requirements of California law.

AGENDA

California Law Overview

- Protected categories/manager training
- Wage and hour basics
- Minimum wage and overtime
- Exemptions and minimum salary requirements
- Paystub requirements
- Meal and rest breaks
- Private Attorney General Act (PAGA)
- Vacation rules
- California's equal pay laws for gender, race, and ethnicity

- Background/credit checks
- Manager training requirements
- Leaves of absence, including California's mini-FMLA (CFRA)
- Domestic partner benefits
- Covenants not to compete and protections of IP
- Employee expense reimbursement rules
- Arbitration agreements
- Unemployment issues

Essential and Recommended Policies
Q & A

COST

Early Bird Rate (prior to 1/1/18): \$200
Regular Rate: \$300
Clients of CSMB: \$100

SIGN-UP

Call Kim Moeller at 512.328.1540 or
email seminars@cornellsmith.com
Sign up early – space is limited!

CLE

This seminar has been approved for 2.75 hours of CLE credit by the Texas Bar, and we will provide documentation for accreditation with the HR Certification Institute.