

# CALIFORNIA LAW FOR TEXAS EMPLOYERS



**TUESDAY, JANUARY 22, 2019**

9:00AM - 12:00PM

Registration and Breakfast begins at 8:00AM

**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 2019, including California's sweeping sexual harassment changes, the expansion of anti-harassment training to all employees, not just supervisors, prohibition on confidentiality clauses in settlement agreements, new posting laws, and other new requirements. New case decisions will be reviewed as well, including California's landmark decision on classifications of employees vs. independent contractors that will change the way most employers classify their workers. 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 under 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
- Mandatory paid sick leave
- Discrimination rules
- Leaves of absence, including California's mini-FMLA (CFRA)
- Domestic Partner benefits
- Covenants not to compete and protections of IP
- Employee expense and reimbursement issues
- Background / credit checks
- Written salesperson agreements
- Employees vs. independent contractors and penalties for misclassification
- Arbitration agreements
- Unemployment issues

## COST

Early Bird Rate (prior to 12/31/18): \$200

Regular Rate: \$300

Clients of CSMB: \$100

## SIGN-UP

To register, [click here](#).

Questions? Email [seminars@cornellsmith.com](mailto:seminars@cornellsmith.com)

or call 512.328.1540. Space is limited.

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.