

EVENTS

## 2025 California Employment & Labor Law Annual Update

11/07/2024 | 2 minute read

**San Jose**

**Date:**

12/10/2024

**Time:**

9:00 a.m. – 11:30 a.m. PT

**Location:**

Signia by Hilton  
170 S. Market Street  
San Jose, CA, 95113

### Related People

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### Related Services

[Labor & Employment](#)

**Redwood Shores****Date:**

12/11/2024

**Time:**

9:00 a.m. – 11:30 a.m. PT

**Location:**

Lathrop GPM  
555 Twin Dolphin Drive  
Redwood City, CA, 94065

**View Materials**

**Please join us for Lathrop GPM’s annual discussion of important legal developments and issues that affect California employers. This in-person seminar will be held in San Jose on December 10th and Redwood City on December 11th and will discuss key topics, including:**

- New legislation and regulations, including Senate Bill 988 (the Freelance Worker Protection Act), Senate Bill 1137 (expanding the Fair Employment and Housing Act), Senate Bill 399 (the Freedom from Employer Intimidation Act), amendments to the Private Attorneys General Act (PAGA), the new requirement for workplace violence prevention plans, and the increase in the California minimum wage
- Wage and hour developments, including court decisions regarding calculation of hours worked and the rounding of time records for non-exempt employees
- Discrimination, harassment and retaliation developments, including court decisions regarding the standard for liability in harassment cases, guidance from the EEOC on harassment in the workplace, and the use of artificial intelligence in the hiring process
- Immigration developments, including the most popular compliance-related questions from 2024, as well as anticipated changes in 2025 and potential impacts
- Employee benefits legal updates, including the DOL/EBSA’s increased emphasis on cybersecurity compliance in plan audits, what the mountain of 401(k) class action lawsuits have taught us about plan/fund best practices, and the Secure 2.0 Act retirement plan changes that HR professionals need to know for 2025
- Update on how generative artificial intelligence (GenAI) platforms are transforming HR operations and overview of the risks they carry

**Credit Information:**

This program is pending approval for 2.5 (California) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. For more information about certification or recertification, please visit the HR Certification Institute website at <http://www.hrci.org/>.

This program pending approval for 2.5 SHRM Professional Development Credits (PDCs) for SHRM-CPSM or SHRM-SCPSM recertification. For more information about certification or recertification, please visit [www.shrmcertification.org](http://www.shrmcertification.org).



This program is approved for 2.5 hours of "General" California MCLE credit.

**Questions about CLE, SHRM or HRCI credit?** Contact [Allison Thomas](#).