

CA HR: Applying CA Law to Employment Practices

Intended Audience	Mid-Level	Delivery Options	<ul style="list-style-type: none">• 2-Day In-Person (Onsite or Seminar) or• 4-Week Virtual
HR Competencies	<ul style="list-style-type: none">• Consultation• Critical Evaluation• HR Expertise (HR Knowledge)	Recertification*	SHRM: 16.5 PDCs

Pre-requisite: Foundations of CA Employment Law – 1.5 PDCs

Explore the fundamental CA employment law information across the five key knowledge areas to be prepared for the in-program case studies, scenarios and simulation.

Program: CA HR: Applying CA Law to Employment Practices – 15 PDCs

Be ready for a highly interactive, activity-based program. Come prepared to apply your California HR knowledge, experience and expertise through challenging case studies, scenarios and a simulation. Expand your thinking to explore how and why you need to apply certain laws and how to navigate the complex environment strategically. You'll also receive an employment law update on the current year's new laws in the ever-changing landscape in CA – 2021 has over 20 new laws!

New to CA HR law?

Be sure to focus on the complimentary Foundations of CA Employment Law course prior to your program. This self-paced online course will position you to thoughtfully participate in the program activities.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Identify the current year CA employment law and legislative updates
- Discuss strategic ways to navigate the complex employment laws of CA
- Apply CA HR concepts to realistic case studies, scenarios and a simulation, pulling in knowledge from the following areas:
 - Wage and hour
 - Privacy, security and safety
 - Mandated benefits and workers' compensation
 - Protected leaves of absence
 - Employee and employer relations



*Visit shrm.org/educationalprograms for the most up-to-date recertification credit

Program Modules

This program includes the following modules:

- Module 1: Introduction
 - What is SHRM?
 - SHRM Competency Model
 - Ground Rules and Expectations
 - Legend
 - Program Objectives
 - Agenda
 - Practicing HR in California
 - Where does California fit into Organizational Strategy?
 - Human Resource Expertise Panel Overview and Introduction to the 4 Faux Organizations used for the Case Studies, Scenarios and Simulation
 - Rusty's Fish & Chips
 - City Center for the Developmentally Delayed and Disabled
 - QuickCare Health Clinics
 - Shadd Manufacturing
- Module 2: 2021 CA Employment Law & Legislative Update
 - 2021 Employment Law Updates (27)
 - Minimum Wage Legislation
 - COVID-19 Related Laws
 - California Family Rights Act (CFRA)
 - AB 5 Amendments
 - Additional Updates
- Module 3: CA Wage and Hour
 - Agenda
 - Objectives
 - Through Case Studies and Scenarios apply your knowledge and expertise in the following topic areas:
 - CA Wage Orders and Labor Code Provisions
 - Compensable and Non-Compensable Time
 - Pay Types, Conditions and Deductions
 - Payment of Wages
- Module 4: CA Privacy, Security and Safety
 - Agenda
 - Objectives
 - Through Case Studies and Scenarios apply your knowledge and expertise in the following topic areas:
 - California Constitutional and Labor Code Provisions and Protections for Privacy and Security



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- California Safety under Cal/OSHA
- Module 5: CA Benefits & Workers' Compensation
 - Agenda
 - Objectives
 - Through Case Studies and Scenarios apply your knowledge and expertise in the following topic areas:
 - California State-Mandated Benefits
 - California Workers' Compensation Insurance System
- Module 6: CA Leaves of Absence
 - Agenda
 - Objectives
 - Through Case Studies and Scenarios apply your knowledge and expertise in the following topic areas:
 - CFRA and Family Medical Leave Act (FMLA) similarities and differences
 - California Unpaid Job Protected Leaves of Absence
 - California Paid Leaves of Absence
- Module 7: CA Employee/Employer Relations
 - Agenda
 - Objectives
 - Through Case Studies, Scenarios and a Simulation, apply your knowledge and expertise in the following topic areas:
 - Employment Relationships, Protected Classes & Categories, and Protected Activities
 - Harassment, Retaliation and Discrimination Prevention
 - Investigative Consumer Reports
 - Other California Labor Code Requirements
 - Shadd Manufacturing Simulation
- Module 8: Conclusion
 - Program Objectives
 - Your Next Steps
 - Program Follow-Up