

# 2019 Year-End Employment Law Update

Presented by:

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*Shareholder*

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# AB 5 – Independent Contractors

- **2018:** CA Supreme Court adopts “ABC” test
- **2019:** AB 5 codifies “ABC” test, with several modifications
  - Expressly expands application to Labor Code and Unemployment Insurance Code





# Best Practices for HR Managers

- Audit all California 1099 relationships (including business-to-business relationships)
- Consider legal risks associated with reclassifying workers, or eliminating a workforce.
- Re-direct independent contractor workforce to other jurisdictions?



**Bottom Line:** Consider changing your business model in CA.

# SB 778: Harassment Prevention Training

- Extend deadline for non-supervisory training from 1/1/20 to 1/1/21.
- Supervisors trained in 2018 need not be trained until 2020.



# SB 530: Harassment Prevention Training

- **Temp Workers:** Extends deadline for training seasonal, temporary or others hired for less than 6 months to 1/1/21
- **Construction Industry:** Training mandate satisfied if construction employees hired per a multiemployer CBA trained during past 2 years.



# AB 547: Harassment Prevention Janitorial Employees

- **DLSE** to establish a training advisory committee, and also compile a list of “qualified organizations” who may train employees.
- Committee must include union representatives.







# Thank you. Questions?

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