



Littler

ENVISION WORK



SOUTHERN CALIFORNIA REGIONAL EMPLOYER | ANAHEIM, CA | November 7, 2024

8:00 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:00 a.m.

California Employment Law Update

A perennial favorite at the Littler Executive Employer Conference, now brought to the Southern California Regional Employer, is a fast-paced, highly entertaining session that provides a unique opportunity to understand the latest court cases, legislative and regulatory activity and crucial developments that will affect your workplace and your responsibilities. As in the past, we have assembled a terrific team of Littler attorneys who will guide you through the maze of new developments and prepare you for the challenges ahead.

Speakers:

[Kim Carter](#), [Brooke Hammond](#), [Brittany McCarthy](#)

10:00 a.m. – 10:15 a.m.

Break

10:15 a.m. – 11:15 a.m.

PAGA 2.0: What Employers Need to Know About the Recent PAGA Reform

In this session, we'll discuss the changes made to PAGA, what they really mean in practice, and how PAGA litigation landscape may change under the reformed legislation. The recent reforms to PAGA represent a significant shift in the legal landscape for employers in California. While these changes may alleviate some burdens, they also require businesses to adapt proactively to new compliance demands. By understanding the nuances of the reforms and implementing effective strategies, employers can protect themselves and reduce the risk of costly litigation. Key topics for discussion will include:

- Changes in the amount of PAGA penalties recoverable by aggrieved employees
- Requesting an early evaluation conference in response to a PAGA lawsuit
- New rights for employers to cure alleged Labor Code violations
- Reducing potential exposure through remediation efforts
- Narrowed scope of claims a plaintiff can pursue on behalf of others

Speakers:

[Jocelyn Hannah](#), [Stacey James](#), [Timothy Wojcik](#)

11:15 a.m. – 11:30 a.m.

Break

11:30 a.m. – 12:30 p.m.

It's a Whole New World: Navigating the Federal and California Leave Laws, ADA and PWFA

This session will take a fresh look at an employer's obligations in light of expanding protections for leave and on-the-job accommodations under the federal Family and Medical Leave Act (FMLA), California Family Rights Act (CFRA) the Americans with Disabilities Act (ADA), and the Pregnant Workers Fairness Act (PWFA). The discussion will cover topics such as: the expansive scope of the PWFA and the EEOC's recently released PWFA Regulations (and how employers need to be adjusting their policies and practices in response); what we've learned so far in the work-from-home debate as many employers push to get employees back onsite; charge and litigation risks regularly arising under FMLA, CFRA, ADA, and PWFA; and the continually blurred lines between the FMLA,CFRA/ADA/PWFA, where employee needs cross over the leave/accommodation divide.

Speakers:

[Kyra Buch](#), [Leah Peterson](#)

12:30 p.m. – 1:15 p.m.

Lunch

1:15 p.m. – 2:15 p.m.

Engage and Retain Your Most Valued Talent

Forget the Great Resignation, many employees are quiet quitting, and employers need to quickly shift mindsets and retention skills to attract and keep highly valuable talent. In this session, Littler attorneys and experienced trainers explain the latest social science, evidence-based strategies, and practical tools to help your managers become better leaders to build an engaged and loyal workforce. Topics will include:

- Fostering a productive and collegial culture that does not cross the boundaries of appropriate behavior
- Navigating difficult conversations among colleagues with differing communication styles and values
- Creating a sense of pride in your organization and in each employee's contributions
- Building good relationships by putting the right environmental variables in play

Speakers:

[Demery Ryan](#), [Denise M. Visconti](#)

2:15 p.m. – 2:30 p.m.

Break

2:30 p.m. – 3:30 p.m.

Modern Labor Law: What Every Business Needs to Know

There is nothing 'traditional' about today's labor law landscape. Employers are experiencing a once-in-a-generation transformation in labor and employee relations. Shifts in social/political issues, new technologies creating a more connected workforce, and evolving employee behaviors and expectations, coupled with unprecedented changes in the interpretation and enforcement of the National Labor Relations Act require employers to ensure they understand their labor risks.

In this session, Littler's experienced labor attorneys will delve into recent labor law developments that every employment lawyer (or HR professional, etc.) needs to know. Topics to be addressed include:

- Employee engagement and labor readiness plans
- New union organizing rules, including the standard for responding to union demands for recognition
- Expansion of protected concerted activity
- Stricter scrutiny of employee handbooks
- Scope of confidentiality and nondisparagement agreements
- The attack on noncompetes

Recent NLRB challenges in federal court

Speakers:

[Michael Kibbe](#), [Arya Zare](#)