

2016 Employment Discrimination and Personnel Relations Laws

Castle Publications, Ltd. Labor & Employment Seminars

Summer 2016

August 17, 2016 - Pasadena Area

Embassy Suites, Arcadia

August 24, 2016 - Orange County

Embassy Suites Anaheim, Garden Grove

COURSE FACULTY

Richard J. Simmons, *Partner*, Sheppard, Mullin, Richter & Hampton LLP
and

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or

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The seminar is designed to provide a guide to Human Resource Officials, Personnel Specialists, Consultants, Supervisors and other management officials through the ever-increasing maze of state and federal employment discrimination laws. Registrants will receive a **free** copy of the **New Tenth Edition** of Simmons' **EMPLOYMENT DISCRIMINATION AND EEO PRACTICE MANUAL FOR CALIFORNIA EMPLOYERS (over 800 pages)**. The California Department of Fair Employment and Housing and the FEHC have both recognized the value of this manual and obtained copies for investigators, consultants and supervisors throughout California.

The program will also examine other personnel relations laws and issues of significance to California employers including **disability discrimination, pregnancy discrimination, "wrongful discharge," and "unfair termination."**

Among the many subjects that will be discussed in the program are the following:

- Wrongful termination – employer pitfalls, safeguards, and defensive practices
- Americans With Disabilities Act Update and EEOC Guidance
- New FEHC rules on punitive, exemplary, and emotional distress damages
- Sexual harassment – the laws and new decisions - New Supreme Court Case
- FEHA Changes in 2016
- New pregnancy leave regulations, transfer rules, and notification obligations
- New California Fair Employment and Housing Council Developments and Regulations
- Disability Discrimination – New state rules, decisions defining covered "disabilities" and employer obligations

- Lilly Ledbetter Fair Pay Act
- Age discrimination -- new issues -- jury trials -- liabilities
- New Gender Expression and Identity Protections
- Older Workers Benefit Protection Act and New Regulations
- Workers' compensation leaves of absence - job retention rights - continuation of benefits and insurance
- Sexual preference and orientation law - Impact on benefit obligations
- Pre-employment inquiries in interviews and applications -- New rules
- Genetic Information Nondiscrimination Act (GINA)
- Inspection of personnel files under amended law
- Immigration concerns of employers - Final Rules and Employee Screening Obligations
- Defending Cases Before The EEOC And California Department Of Fair Employment And Housing
- Questions and answers

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Practice Areas

Labor and Employment