

CALSAGA labor and employment seminars were a hit

Many thanks to everyone who attended the CALSAGA labor and employment seminar, "New Challenges Facing California Employers," held earlier this month in Sacramento and Pasadena. The event offered attendees the opportunity to hear from Barry Bradley, CALSAGA Legal Counsel and Partner with the law firm, Bradley & Gmelich, and Erika Frank, General Counsel for the California Chamber of Commerce.

Bradley kicked off the event with an enlightening presentation focused on the various litigation issues private security employers can face when they fail to stay current on important labor laws and regulations. Highlighting the importance of compliance, and reminding attendees of the basic litigation premise that "ignorance of the law is no defense," Bradley discussed methods in which employers can better navigate the challenging world of labor and employment law. Among other procedures, Bradley discussed the importance of having explicit company policies for reporting harassment and discrimination, the conditions of viable employee termination, and being clear on the expectations for employees in terms of company equipment and social media usage.

Frank's presentation continued with the theme of regulation compliance by introducing attendees to specific pieces of legislation that have been proposed for 2010. While noting that in 2009 there were many bills introduced that dealt with the meal and rest break question, very few actually made it to the final stages of the legislative process. Frank acknowledged how frustrating it can be for employers who are not extremely familiar with the legislative process to find current information, and the difficulty many have when trying to navigate the ever changing political environment. In an effort to encourage compliance and help employers educate themselves and their employees, Frank discussed the many materials that the California Chamber of Commerce offers, including; a free labor law helpline, the HR California website which offers over 350 surveys and checklists for policy compliance, the HR Handbook for Employers, and the California Harassment Training online employee course. These tools can be found at the California Chamber of Commerce website, www.calbizcentral.com.



The first CALSAGA seminar of 2010 was a great success due in large part to our speakers who offered attendees a wealth of information and many 'golden nuggets' to take back and apply to their day-to-day operations.