

# California HR: Applying California Law to Employment Practices

<b>Intended Audience</b>	Mid-Level	<b>Delivery Options</b>	<ul style="list-style-type: none"> <li>• In-Person</li> <li>• Live Online</li> </ul>
<b>HR Competencies</b>	<ul style="list-style-type: none"> <li>• Consultation</li> <li>• Analytical Aptitude</li> <li>• HR Expertise (HR Knowledge)</li> </ul>	<b>Recertification*</b>	SHRM: 16.5 PDCs

## Program Overview

### Prerequisite: Foundations of CA Employment Law – 1.5 PDCs

New to California HR law? Be sure to complete the complimentary Foundations of California Employment Law course (1.5 PDCs) first. The self-paced online course will cover fundamental California employment law information across five key knowledge areas so that you will be able to thoughtfully participate in the California HR: Applying California Law to Employment Practices program.

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

In this course, you'll get an immersive and dynamic learning experience that will expand your expertise through a series of interactive activities, challenging case studies and real-life scenarios, as well as a stimulating simulation. We'll dive deep into the intricacies of California HR laws and regulations to gain an understanding of not just what they are, but also why and how they should be applied strategically.

You'll also stay at the forefront of the HR landscape with our comprehensive employment law update. In the ever-evolving California employment scene, a staggering 41 new laws have gone into effect for 2025. Join us to ensure you're up to date on the changes and fully equipped to navigate this complex environment with confidence and competence.

## Program Objectives

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

- Identify current-year California employment law and legislative updates.
- Discuss strategic ways to navigate the complex employment laws of California.
- Apply California HR concepts to realistic case studies and scenarios, as well as a simulation, by pulling in knowledge from the following areas:
  - Wage and hour laws.
  - Privacy, security and safety.
  - Mandated benefits and workers' compensation.

- Protected leaves of absence.
- Employee/employer relations.

## 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: 2025 California Employment Law and Legislative Update
  - 2025 Employment Law Updates (41)
  - Top 10 New Laws
  - Private Sector Workplaces
  - Public Sector Workplaces
  - State Provided Benefits
  - Ordinances, Regulations, & Guidance
- Module 3: California Wage and Hour Laws
  - Agenda
  - Objectives
  - Case Studies and Scenarios:
    - California Wage Orders and Labor Code Provisions
    - Compensable and Non-Compensable Time
    - Pay Types, Conditions and Deductions
    - Payment of Wages
- Module 4: California Privacy, Security and Safety
  - Agenda
  - Objectives
  - Case Studies and Scenarios:
    - California Constitutional and Labor Code Provisions and Protections for Privacy and Security
    - California Safety Under Cal/OSHA
- Module 5: California Benefits and Workers' Compensation
  - Agenda

- Objectives
  - Case Studies and Scenarios:
    - California State-Mandated Benefits
    - California Workers' Compensation Insurance System
- Module 6: California Leaves of Absence
  - Agenda
  - Objectives
  - Case Studies and Scenarios:
    - Similarities and Differences Between the CFRA and the Family Medical Leave Act
    - California Unpaid Job-Protected Leaves of Absence
    - California Paid Leaves of Absence
- Module 7: California Employee/Employer Relations
  - Agenda
  - Objectives
  - Case Studies, Scenarios and a Simulation:
    - Employment Relationships, Protected Classes and 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