



California Hospitality Series: New California Laws that will Impact Restaurants and How to Prepare for Them

Event

2.14.23

10:00 AM — 11:00 AM PST

In 2022, the California Legislature was very active and as a result, Governor Newsom signed a number of laws that will have immediate and long-term repercussions for California's restaurant employers. These new rules will affect every position in your restaurant, from the back of the house to the front of the house.

Fisher Phillips invites you to join us for an informative program covering important California legislative and legal updates that affect the restaurant industry. Fisher Phillips attorneys will analyze new legislation, case law updates, and employee benefits law developments that will affect employers on January 1, 2023, and beyond.

New legislation to be covered include:

- **AB 152** – Extension of CA Supplemental Paid Sick Leave (SPSL) - Extends the California SPSL law from September 30, 2022 to December 31, 2022.
- **AB 2188** – Employment Discrimination and Cannabis - Effective January 2024, prohibits adverse action based on (1) an employee's use of cannabis off the job and away from the workplace, or (2) a drug-screening test that found the employee to have non-psychoactive cannabis metabolites in their hair, blood, urine, or other bodily fluids.
- **AB 1949** – Bereavement Leave - Requires California employers with 5 or more employees to provide up to 5 days of unpaid bereavement leave.
- **SB 1162** – Pay Transparency and Pay Data Reports - Requires employers with 15 or more employees to include pay scale information in job postings and requires employers of all sizes to provide such information to current employees upon request. Also makes a number of changes to existing pay data reporting requirements.
- **SB 1044** – Retaliation and "Emergency Conditions" - Prohibits an employer, in the event of an "emergency condition" from taking adverse action against an employee.
- **AB 2693** – COVID-19 Notices – Extends statutory (AB 685) notice requirements until 2024; modifies COVID-19 notices to allow workplace postings in lieu of individual notices.
- **AB 257** – "Fast Food" Sector Council - Establishes the Fast-Food Council for the purpose of establishing sector-wide minimum standards on wages, working hours, and other working

establishing sector-wide minimum standards on wages, working hours, and other working conditions related to fast food restaurant workers.

If you have any questions, please contact **Jennifer Barry-Smith**.

*Fisher Phillips is committed to providing access to all of our events for disabled attendees. Automated closed captioning is available for all of our webinars. For other accommodation inquiries, please give us three business days advance notice prior to the scheduled event by contacting **Jennifer Barry-Smith**. Thank you.*

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