

CalSHRM Q1 Meeting Government Affairs Outlook

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CalSHRM and SHRM Government Affairs

- ▶ Educate members statewide on developing workplace legislation
- ▶ Track and monitor key developments in Sacramento and D.C.
 - ▶ Legislation
 - ▶ Regulations
- ▶ Advocate as HR's voice in State Capitol

Alerting CalSHRM Members

- ▶ Monthly CalSHRM Legislative Report (“One Voice”)
- ▶ Twitter Updates
 - @michaelkalt_law
 - @CalSHRM
 - @SHRMCAJason
- ▶ Legislative updates to Chapters

CalSHRM Positions in 2018

<i>BILL</i>	<i>CALSHRM POSITION</i>	<i>RESULT</i>
AB 2478 (Student Loan Assistance)	Support	Passed L&E but stalled in Appropriations Committee
AB 2484 (Compensatory Time Off)	Support	Failed passage
AB 2482 (Flexible Work Schedules)	Support	Failed passage
AB 3080 (Arbitration Agreements)	Oppose/ Veto Request	Vetoed
SB 1038 (Individual FEHA Liability)	Oppose	Stalled
SB 1284 (Annual Pay Data Reporting)	Oppose	Stalled
HR 4219 (Work Flex [SHRM])	Support	Pending

Key Hearing Testimony

BILL	SPEAKER	COMMITTEE
<ul style="list-style-type: none">• AB 2478 (CTO)	Trisha Zulic	Labor and Employment (Assembly)
<ul style="list-style-type: none">• AB 2478 (Student Loan Assistance)	Dana Mayhew	Revenue and Taxation (Assembly)
<ul style="list-style-type: none">• SB 1038 (FEHA Retaliation)	Michael Kalt	Judiciary (Senate)

Coalition Partnerships

- ▶ AB 2613 (Individual liability for wage and hour claims)
- ▶ DFEH Regulations Regarding Criminal History, CFRA and New Parent Leave Act
- ▶ FEHA Regulations Regarding Harassment and Discrimination Prevention

Goals for 2019

- ▶ CalSHRM Proposed Laws Enacted - 1
- ▶ CalSHRM Proposed Laws - 2
- ▶ Hearing Testimony - 4
- ▶ CalSHRM Position Letters - 8
- ▶ In-District Office Meetings - 17
- ▶ Legislative Conference Hills Visits - 250

2019 Legislative Calendar

- ▶ 02/22/19 - Deadline for New Bills
- ▶ 04/03/19 - CalSHRM Legislative Conference (Hill Day)
- ▶ 04/26/19 - Key Committee Votes
- ▶ 05/31/19 - Deadline Pass First Chamber
- ▶ 07/12/19 - Recess
- ▶ 09/13/19 - Deadline Pass Second Chamber
- ▶ 10/13/19 - Deadline for Governor to Sign/Veto Bills

Legislative Developments (so far...)

- ▶ Arbitration Ban (AB 51)
- ▶ Retaliation Presumption (AB 171)
- ▶ 3-year FEHA Statute of Limitations
- ▶ Dueling Dynamex Bills (AB 5 and AB 71)
- ▶ Vets Hiring Preference (AB 160)

Legislative Developments (so far...)

- ▶ Student Loan Repayment Assistance (AB 152)
- ▶ Paid Family Leave Increases/Extensions (AB 196 and SB 135)
- ▶ Lactation Accommodation Requirements (SB 142)
- ▶ “Implicit Bias” Training (AB 241- AB 243)

Potential Legislative Developments (Stay tuned!)

- ▶ Paid Sick Leave Increases
- ▶ Predictive Scheduling
- ▶ Ban on “No Re-Hire” Provisions
- ▶ Medical Marijuana Accommodation
- ▶ HR Consultant Investigations (Maybe)

Resources for Monitoring Legislation



- SHRM (<https://www.shrm.org>)
 - Advocacy/Public Policy Reports
 - State Council/Local Chapter
 - CalSHRM (<http://calshrm.org>)
 - CalSHRM Twitter: @CalSHRM
 - “One Voice” Newsletter
 - California Legislative
 - (<http://www.leginfo.legislature.ca.gov>)
- NCSL (<https://www.ncsl.org>)
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