

2022 CALIFORNIA STATE HR

ADVOCACY & LEGISLATIVE CONFERENCE

SHERATON GRAND HOTEL - SACRAMENTO

APRIL 20-22, 2022



CALIFORNIA
STATE COUNCIL OF SHRM



SHRM Benefits to Save
You Time!

Nancy Conway

Field Services Director

SHRM



Marijuana Laws and the 2022 Workplace



Employers Grapple with Uptick in Cannabis Use and Worker Protections

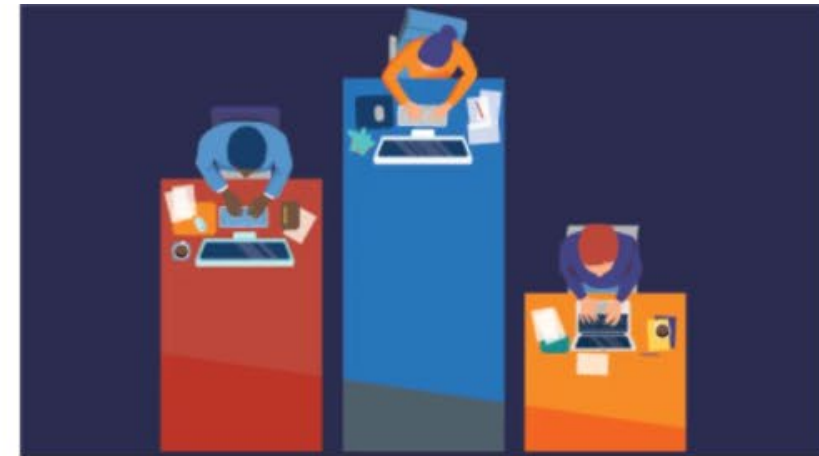
www.shrm.org – Resources – HR Professionals



Pay Equity



Politics in the Workplace



Pre-Employment Testing

www.shrm.org – Resources – Policies



Vaccination Policy: Mandatory



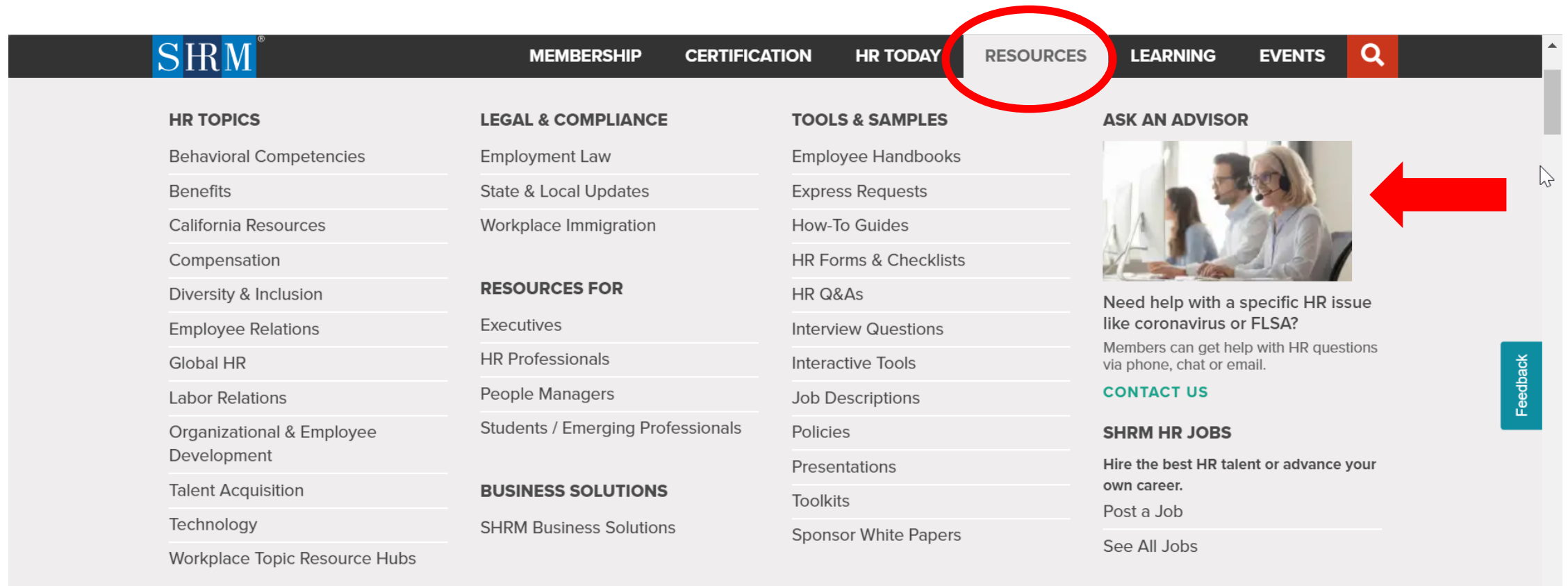
Progressive Discipline Policy


DEI Resource!

Guide to Developing a Strategic DEI Plan

www.shrm.org/deiguide

Get Answers You Need! Contact SHRM Ask An Advisor



SHRM MEMBERSHIP CERTIFICATION HR TODAY **RESOURCES** LEARNING EVENTS 

HR TOPICS

- Behavioral Competencies
- Benefits
- California Resources
- Compensation
- Diversity & Inclusion
- Employee Relations
- Global HR
- Labor Relations
- Organizational & Employee Development
- Talent Acquisition
- Technology
- Workplace Topic Resource Hubs

LEGAL & COMPLIANCE

- Employment Law
- State & Local Updates
- Workplace Immigration

RESOURCES FOR

- Executives
- HR Professionals
- People Managers
- Students / Emerging Professionals


BUSINESS SOLUTIONS

- SHRM Business Solutions

TOOLS & SAMPLES

- Employee Handbooks
- Express Requests
- How-To Guides
- HR Forms & Checklists
- HR Q&As
- Interview Questions
- Interactive Tools
- Job Descriptions
- Policies
- Presentations
- Toolkits
- Sponsor White Papers

ASK AN ADVISOR



Need help with a specific HR issue like coronavirus or FLSA? Members can get help with HR questions via phone, chat or email.

[CONTACT US](#)

SHRM HR JOBS

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California State HR Advocacy & Legislative Conference

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