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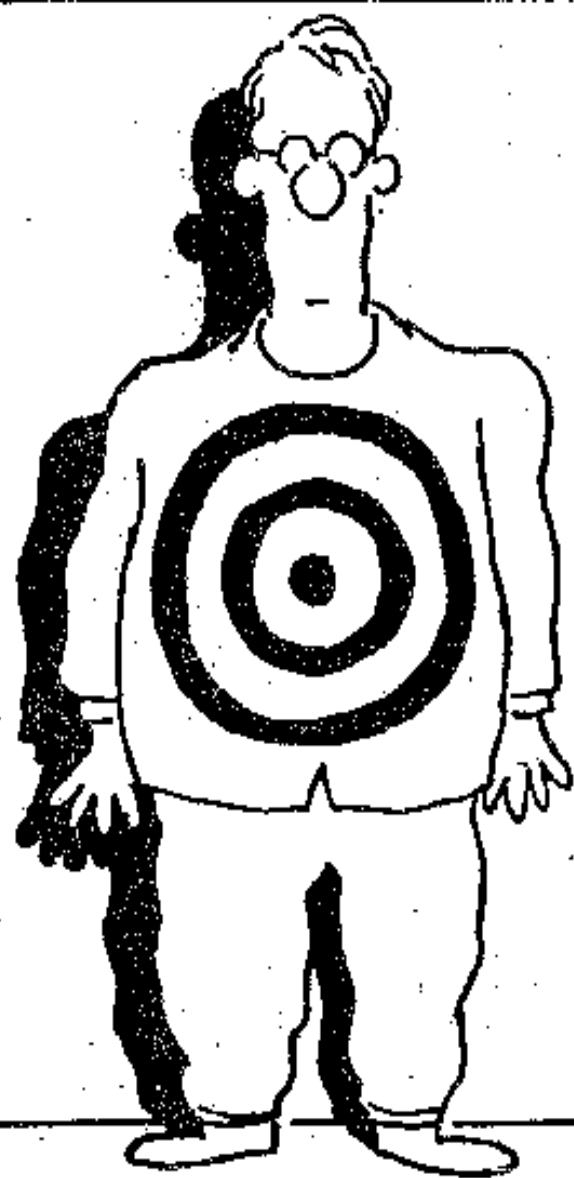
Employment Law Update 2009

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EMPLOYER

Employment Law Update - 2009

- 2009 Changes/Areas of Concern
- Forecast for the Future
- Problem Areas/Tips for Employers

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2009 CHANGES/AREAS OF CONCERN

- Family & Medical Leave
- Disability
- Wage and Hour
- Meal and Rest Periods
- Reductions in Force
- Immigration
- Policies and Procedures

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2009 CHANGES/AREAS OF CONCERN - Family & Medical Leave

- New DOL Regulations - eff. 1/16/09
- Military Caregiver Leave
- Eligibility and Notice Requirements
- Certification
- Waiver of Rights
- Impact in California

2009 CHANGES/AREAS OF CONCERN - Disability

- Federal (ADAA) - eff. 1/1/09
 - Changes to Federal Law
 - Impact on California Employers
- Calif. Access Law - eff. 1/1/09
- Disability Litigation
- Workers' Comp Return to Work

2009 CHANGES/AREAS OF CONCERN - Wage and Hour

- Minimum Wage
- Overtime
- Time Cards/Pay Stubs
- Temporary Staffing Agencies
- *Martinez v. Combs*

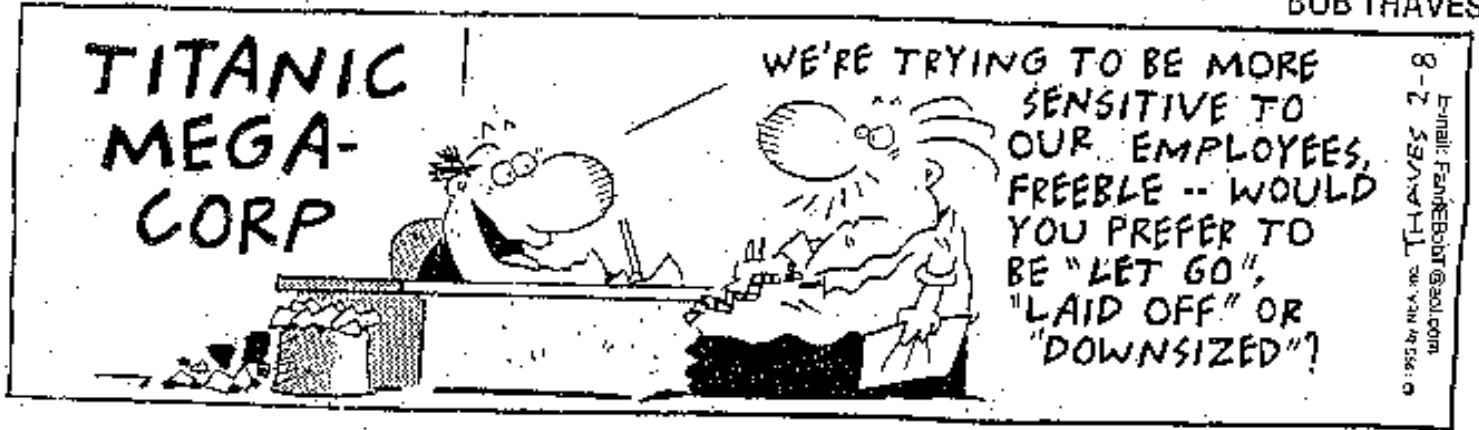
2009 CHANGES/AREAS OF CONCERN - Meal and Rest Periods

- Background
- *Brinker v. Superior Court*
- Response to *Brinker*
- *Brinley v. Public Storage*

2009 CHANGES/AREAS OF CONCERN - Reductions in Force

FRANK AND ERNEST

BOB THAVES



2009 CHANGES/AREAS OF CONCERN - Reductions in Force

- RIF Options
- Criteria for Making Decisions
- Legal Issues for RIF
- Independent Contractors
- Severance Agreements

2009 CHANGES/AREAS OF CONCERN - Immigration

- No Match Safe Harbor Rule
 - Supplemental Rule Issued 10/23/08
 - Impact
- E-Verify - eff. 1/15/09
 - Required for Federal Contractors
 - Voluntary for Private Employers

2009 CHANGES/AREAS OF CONCERN - Policies and Procedures

- Postings/Handouts
- Computer Issues
- Driving Policies
- Same Sex Marriage
- Non-Compete Agreements

FORECAST FOR THE FUTURE

- Federal Forecast
 - Union Organizing
 - Discrimination
 - Wage and Hour
 - Leave
 - Layoff
- State Forecast
 - Paid Sick Leave
 - Wage and Hour
 - Discrimination

Problem Areas & Tips For Employers

- Policies
- Wage and Hour
- Leaves
- Harassment/Discrimination
- Termination
- Insurance

Conclusion

- Questions
- Have a Healthy and Safe New Year