HRD Network

Please RSVP by Monday, January 6th!

Northern California Area HR Connection

When: Wednesday, January 11, 2017
9:00 a.m. to 11:30 a.m.

Where: San Mateo Credit Union
350 Convention Way
Redwood City, CA 94063

Topic: ***Employment Law Update*** and Networking Meeting

New California laws

- Fair Pay Act expanded to race and ethnicity
- Applicant's prior pay history cannot be used to justify wage differential
- Employers must give all new hires a notice of rights for domestic violence, sexual assault and stalking
- Employers prohibited from asking applicants about juvenile convictions and other information
- Passage of marijuana legalization should not change employment practices
- All single-user toilet facilities in a business must be identified by signage as all-gender
- Itemized wage statements for most salaried exempt employees not required to show total hours worked
- Employers prohibited from requesting more or different documents than required under federal law to work in the U.S.
- And more…

Other new developments

- US DOL proposed regulation raising salary for exempt employees on hold
- Other federal regulations and requirements (EEO-1?) in doubt given President-Elect
- And more…

About Our Speaker, Michele S. Patterson:

With over 30 years as an experienced lawyer, Michele Patterson creates strategies with employers to handle problem employees. Most often that involves discipline and termination situations, as well as circumstances of disability leaves. She works to protect credit unions to lower the risk of legal liability. Michele was introduced to her first credit union by her dad. She is still a member of that same credit union, over 30 years later. She also holds membership in other credit unions. After graduating from college, Michele worked for three years for a bank, going through its management training program. She quit the bank to attend Loyola Law School, Los Angeles from which she graduated in 1982. Representing savings and loans and small banks as a young lawyer, Michele reconnected with her credit union roots in the early 1990s representing credit unions within California. She has thrived in that environment ever since. Michele has been a business owner for over 21 years, first, as a partner with a small suburban law firm, and now with her own office. To learn more about Michele and her firm, please go to her website: http://www.michelespatterson.com/

RSVP: Tatiana Avalos, (650) 562-1225 or tavalos@smcu.org

Please reserve your spot by Friday, January 6th. Directions can be found by going to www.mapquest.com.

Lunch will be provided by the host credit union.

Parking Instructions: There is a free parking garage on site.