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CALIFORNIA HR EMPLOYMENT REGULATIONS AND U.S. FEDERAL LABOR LAWS

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By:**

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PROGRAM OVERVIEW

California and federal employment laws present one of the most challenging regulatory frameworks in the United States. With an intricate system of overlapping federal, state, and local regulations, alongside **California-specific requirements that frequently exceed federal standards**, this complex landscape creates significant compliance challenges for HR professionals and employers. The stakes are particularly high, with **employment law violations resulting in penalties that can exceed \$25,000 per violation, plus potential civil litigation costs averaging \$200,000 per case**. Maintaining compliance is not just about risk mitigation—it's essential for organizational success and workforce protection.

This certified program will provide you with a comprehensive understanding of the multifaceted employment law framework at the federal, state, and local levels, with special emphasis on California's unique requirements. You'll master critical areas including the **Fair Labor Standards Act (FLSA)**, **California Labor Code**, **Family and Medical Leave Act (FMLA)**, **California Family Rights Act (CFRA)**, **Title VII of the Civil Rights Act**, **California Fair Employment and Housing Act (FEHA)**, and other key labor laws, giving you a thorough foundation in the legal requirements governing employment relationships. This program places **special emphasis on California's expansive employee protections and how they interact with federal standards, helping you navigate the complex interplay between federal and state employment laws** while ensuring compliance with the higher standards that typically apply.

ACCREDITATIONS



4.8



4.6





PROGRAM OVERVIEW

Furthermore, this program will equip you with practical skills to develop and implement comprehensive HR policies and procedures that align with current legislation, as well as how to conduct **workplace audits, manage investigations, and create effective compliance management systems**. You'll learn essential topics such as **wage and hour compliance, leave management, workplace harassment prevention, worker classification, and how to anticipate and prepare for emerging employment law trends**. With a solid grounding in both California and federal employment laws, you'll be able to implement robust HR practices that ensure legal compliance while promoting positive employee relations.

Upon successful completion of the program, you will attain the **Certification in California HR Employment Laws**, enhancing your professional credentials and showcasing your expertise in anticipating legal changes, implementing effective compliance frameworks, and guiding your organization through California's most complex HR challenges. Globally recognized, this certification holds lifetime validity and will position you as an authority in protecting organizational interests while navigating the unique complexities of California employment law.

ACCREDITATIONS



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KEY SKILLS YOU WILL GAIN

From This Program



**FEDERAL EMPLOYMENT LAW
FEDERAL LABOR REGULATIONS
CA LABOR CODE
FEHA PROVISIONS FEDERAL TITLE VII CLAIMS**

**FMLA ADMINISTRATION
ERISA ADMINISTRATION
FEDERAL FAIR LABOR STANDARDS ACT (FLSA)
INTERPRETATION**

**PRIVATE ATTORNEYS GENERAL ACT (PAGA)
COMPLIANCE ARBITRATION AGREEMENTS
WARN ACT
CA WAGE AND HOUR LAWS**

**CONFIDENTIALITY AGREEMENTS AND NDAS
DIVERSITY EQUITY AND INCLUSION (DEI)
INITIATIVES
WORKPLACE INVESTIGATIONS
TERMINATION PROCEDURES**

**DISCRIMINATION AND HARASSMENT
PREVENTION**

YOUR FACULTY DIRECTOR



Eric Steinert

Highly Accomplished Employment Attorney and Mediator

Eric Steinert is a highly accomplished employment attorney and mediator with over 25 years of experience specializing in labor and employment law. He is a **Partner at Seyfarth Shaw LLP, one of the nation's leading law firms for employment matters, where he represents employers across a wide range of industries**—including technology and financial services—in complex litigation, wage and hour class actions, employment discrimination claims, and traditional labor disputes.

Throughout his distinguished legal career, Eric has held senior positions at top firms and corporations, including serving as **Senior Counsel at Wells Fargo, where he was responsible for managing high-stakes employment litigation and compliance across multiple lines of business**. His deep expertise spans federal and California-specific employment laws, with a focus on workplace investigations, labor relations, whistleblower protections, wrongful termination, and regulatory compliance.

In addition to his litigation practice, Eric is a seasoned mediator and arbitrator. He serves as a **panel mediator for both state and federal courts and is an arbitrator for the American Arbitration Association (AAA) and FINRA**. His balanced legal insight and negotiation skills have earned him recognition as a trusted neutral in employment disputes.

OUR PARTICIPANTS

Over 70% of FORTUNE 500 Companies Have Attended Our Accredited Programs Before





PROGRAM AGENDA

MODULE 1 - OVERVIEW OF CALIFORNIA AND FEDERAL EMPLOYMENT LAW

- Sources of Law
- California vs. Federal
- Labor Code and FEHA

MODULE 2 - EMPLOYMENT RELATIONSHIP

- Employee vs. Independent Contractor
- Establishing Employment Relationship
- Contracts

MODULE 3 - THE FAIR EMPLOYMENT & HOUSING ACT (FEHA) & FEDERAL TITLE VII

- Discrimination
- Harassment
- Retaliation

MODULE 4 - MANAGING ACCOMMODATION OF DISABILITIES & LEAVES OF ABSENCE

- Disability
- Employer's Obligation to Provide Reasonable Accommodation
- Managing Leaves of Absence

MODULE 5 - WAGE HOUR

- Labor Code
- Overtime
- Class Actions/PAGA

MODULE 6 - TERMINATION, SEVERANCE, AND LAYOFFS (WARN ACT)

- Legal Termination Processes in California
- California WARN Act and Notice Requirements for Layoffs
- Final Paycheck Laws and Timelines
- Severance Agreements and Release of Claims

MODULE 7 - ARBITRATION AGREEMENTS

- Arbitration vs. Civil Litigation
- Enforceability and Limitations
- Class Action Waivers

MODULE 8 - CONFIDENTIALITY AGREEMENTS/RESTRICTIVE COVENANTS

- Limitations on Noncompetes
- Limitations on NDA's
- Protection of Trade Secrets, Proprietary Information and Intellectual Property



PROGRAM AGENDA

MODULE 9 - TRADITIONAL LABOUR LAW

- Union Workforces
- Collective Bargaining
- Collective Bargaining Agreements

MODULE 10 - POLICIES AND PRACTICES

- Policies
- Handbooks
- Code of Ethics

MODULE 11 - MANAGING CULTURAL FLASHPOINTS IN THE WORKPLACE

- DEI
- Political Issues
- Private vs. Public Sector Employment

MODULE 12 - DISCIPLINE & INVESTIGATIONS

- Discrimination and Whistleblower Complaints
- Investigation of Complaints
- Progressive Discipline/Terminations

MODULE 13 - PECULIARITIES OF CALIFORNIA EMPLOYMENT LAW

- How and Why is California Employment Law So Different?
- How Does This Impact Running National and International Business?
- What are the Key Impacts on Employers and How to Manage Them?

YOUR CHARTER DESIGNATION



Chartered Institute of Professional Certifications' programs are unique as they provide you with professional charter designations and marks that can be used across your lifetime once you have completed our programs.

Upon successfully attending this program, you will be awarded with the **Certification in California HR Employment Laws** that can be used in your resume, CV and other professional credentials. This certification is industry-recognized with lifelong validity.

Globally demanded and recognized, this certification will amplify your professional qualifications and demonstrate your expertise in California employment regulations, US federal labor laws, and compliance strategies, setting you apart as a trusted and sought-after HR professional in today's competitive job market. Developed by **Chartered Institute of Professional Certifications**, the content of this program has been independently accredited by **CPD Certification Service** as adhering to the highest standards of continuing professional principles.

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CONTACT US TODAY

We Thank You for Your Ongoing Support
of Our Programs

Singapore and Asia Pacific Enquiries

Email: advisor@charteredcertifications.com
Phone: +65 6716 9980
Address: Chartered Institute of Professional Certifications
1 Gateway Drive
#20-04 Westgate Tower
Singapore 608531

Australia and New Zealand Enquiries

Email: advisor@charteredcertifications.com
Phone: +61 3 9909 7310
Address: Chartered Institute of Professional Certifications
530 Little Collins Street, Level 1
Melbourne VIC 3000, Australia

UK, Europe and Middle East Enquiries

Email: advisor@charteredcertifications.com
Phone: +44 (020) 335 57898
Address: Chartered Institute of Professional Certifications
86-90 Paul Street
London, EC2A 4NE

USA Enquiries

Email: advisor@charteredcertifications.com
Phone: +1 888 745 8875
Address: Chartered Institute of Professional Certifications
99 Wall Street #3936
New York, NY 10005