2027 California Employment Law & Legislative Update

TD-06 | Comprehensive Program Syllabus & Marketing Description

Presented by Mike Letizia, SHRM-SCP | Principal, Letizia HR Learning Solutions LLC

A practical, instructor-led California employment-law update for HR professionals, supervisors, business leaders, and small-business owners.

The program at a glance

Format	Duration	Learning approach
Instructor-led, live-virtual program	360 instructional minutes; two 15-minute breaks (390 minutes total)	Guided explanations, decision frameworks, case applications, participant worksheets and debriefs

Program Description

California employment requirements rarely arrive as a single, simple checklist. Employers must distinguish new laws from continuing obligations, determine whether a requirement applies to their organization, and translate legal developments into workable decisions for supervisors, payroll, HR, and business operations.

This six-hour interactive program examines the 2027 California employment-law landscape through a practical employer-readiness lens. Participants work through equal employment opportunity and discrimination protections; interacting leave and benefit requirements; AI, automated decision-making, privacy and employee-data issues; handbook, contract and personnel-record controls; wage-and-hour, industry-specific pay, workplace safety and enforcement developments; and an implementation roadmap for 2027.

Rather than merely listing bills, the course repeatedly asks: What changed? Who is covered? When does it apply? What should the employer verify, document, communicate, or change? Guided exercises and facilitated discussion help participants practice these decisions using realistic workplace situations. The program emphasizes verified primary legal authorities where available, distinguishes future-operative requirements from current duties, and identifies matters requiring employer-specific or updated official-source confirmation.

Why this matters to smaller employers

Small businesses often lack dedicated specialists for every employment-law function. A missed coverage threshold, outdated handbook provision, misclassified worker, inconsistent leave decision, or poorly controlled

employment technology can create operational disruption and avoidable compliance exposure. This program gives owners and lean HR teams a structured way to identify priorities, assign responsibilities, and decide when a question requires additional verification or professional assistance—without suggesting that every law applies to every business.

Who should attend

HR generalists and managers; small-business owners and operators; executives and business leaders; payroll and benefits professionals; supervisors with people-management responsibilities; and professionals supporting California-based or California-operating employers.

Participant learning outcomes

- Classify developments as 2027 changes, continuing 2025–2026 changes, existing legal foundations, or future-operative requirements.
- Identify coverage, eligibility, effective-date and exception questions before implementing a workplace change.
- Assess employment-law risks involving discrimination, leave, pay, privacy, automated decision-making, records and safety.
- Apply repeatable decision steps to workplace scenarios, including documenting sources, owners and escalation needs.
- Prioritize practical policy, payroll, supervisor-training and recordkeeping actions for a 2027 employer-readiness plan.

Detailed syllabus

Opening | Orientation and employer decision framework

How to distinguish legal change from guidance, proposed rules and existing foundations; a repeatable coverage-first, evidence-backed employer implementation process; expectations for exercises and source verification.

Application: Set personal learning priorities and identify an immediate employer compliance question.

Module 1 | California foundations, EEO and employee protections

California and federal legal overlays; IWC Wage Order and coverage fundamentals; discrimination, harassment, retaliation and protected activity; pay equity; immigration-related practices; current, continuing and future-effective legislative developments; supervisor escalation and preventive practices.

Application: Wage Order classification and EEO risk-triage activities, followed by facilitated debrief.

Module 2 | Leave, benefits and employee eligibility

CFRA, FMLA and pregnancy disability leave intersections; paid sick leave and local overlays; bereavement and other protected leave; coverage, eligibility, concurrency, notices and benefit-administration touchpoints.

Application: Analyze overlapping leave requests and identify the facts needed before determining entitlements.

Module 3 | AI, employment technology, privacy and cybersecurity

Automated decision-making and significant employment decisions; California privacy-law coverage and employee-data rights; hiring and screening tools; notice and technological displacement issues; access, correction, retention, vendor controls and cybersecurity responsibilities.

Application: Technology screening case, notice-design exercise, technology inventory and privacy decision tree.

Module 4 | Policies, contracts, personnel records and administration

Translating enacted requirements into policies; handbook and employment-contract review; final-pay and personnel-record practices; confidentiality and retention; manager job aids; source-controlled change management.

Application: Create a practical policy change-control worksheet with owners, evidence and effective dates.

Module 5 | Wage and hour, workplace safety and enforcement

2027 statewide and sector-specific wage requirements; exemption and salary tests; IWC Wage Orders; hours worked, overtime, meal/rest obligations; pay and payroll controls; workplace safety programs, enforcement and PAGA-related considerations.

Application: Wage Order classification, wage-and-hour control exercises and targeted safety/employer-action discussions.

Module 6 | Employer implementation and readiness

Prioritizing changes by applicability and operative date; identifying decision owners; communicating requirements to managers; documenting source checks; organizing HR, payroll, IT and operations responsibilities; planning follow-up verification.

Application: Cross-functional scenario and three-priority employer action plan.

Interactive instructional architecture

Component	What learners experience
Instructor narrative and spoken transitions	Explained legal concepts, examples, practical decision models and guided context
Participant activities	Scenario analysis, worksheets, risk triage, classifications and action planning
Guided questions and discussion	Facilitated comparison of answers, coverage questions and debriefs

What participants can take back to work

- A repeatable framework for checking coverage, operative dates and legal-source status before acting.
- Practical worksheet outputs: risk triage, leave-overlap analysis, technology inventory, privacy decision considerations and wage-and-hour controls.
- A cross-functional implementation approach connecting HR, payroll, IT, managers and business ownership.
- A prioritized 2027 action plan identifying responsibilities, documentation and next verification steps.

Instructional integrity and source qualifications

The program uses primary legal authorities and agency guidance as the basis for its instructional analysis where verified. It explicitly differentiates operative obligations from future requirements, proposed measures and employer-specific applicability questions. Some judicial and statutory interpretations retain documented verification limitations, and rates or agency developments may require an official-source refresh before delivery. The course provides HR professional education; it does not constitute individualized legal advice or represent attorney review or certification.