

# THE MYERS LAW GROUP

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Via Electronic Mail

## **NOTICE FROM THE MYERS LAW GROUP** **REGARDING THE IMPORTANT CALIFORNIA HARASSMENT TRAINING** **EXTENSION**

Dear Business Owners:

As a valued partner, this letter is to notify you of the California law alert regarding the extension for mandatory harassment training. Please review the summary below of the updated regulation that may impact your company.

### **California Harassment Training Deadline Extended**

On August 30, 2019, California Governor Gavin Newsom passed an emergency bill (SB 778) to extend the deadline for the first round of sexual harassment training by one (1) year. Previously, employers with five (5) or more employees were required to provide interactive sexual harassment prevention training and education to all employees in California by January 1, 2020. The new deadline for the first round of California harassment training is now **January 1, 2021**.

All substantive requirements remain the same and as such, employers must still provide the following:

- At least two (2) hours of classroom or other effective interactive training and education regarding sexual harassment to all supervisory employees;
- At least one (1) hour of classroom or other effective interactive training and education regarding sexual harassment to all non-supervisory employees;
- Refresher training and education course every two (2) years thereafter; and
- The applicable training within six (6) months of hire for new employees or within (6) months of entering a supervisory position.

For those employers who provided training that complies with the law in 2019, they can wait two (2) years before having to provide the training again. Therefore, if you provided harassment training for your employees on August 1, 2019, you have until August 1, 2021 to provide training again to the *same* employees. Keep in mind, if you hire new employees or promote any existing employees to supervisory positions, they need to receive the applicable training by January 1, 2021.

However, the training extension does not affect seasonal, temporary, or other employees that are hired to work for less than six (6) months because with the extension these types of employees

may not receive the training by the deadline of January 1, 2021. Thus, beginning January 1, 2020, employers must provide training for seasonal and temporary employees, as well as any employee who is hired to work for less than six (6) months, within thirty (30) calendar days of hire or within their first 100 hours worked, whichever comes first. Temporary services employers are responsible for training their employees.

Should you need help incorporating harassment training within your company and/or have any questions pertaining to this law, please contact us and we can address your concerns and help ensure your company compliance.

Most Sincerely,



Nicholas D. Myers