

# SHRM California Law HR Specialty Credential



The SHRM California Law HR Specialty Credential course offers an immersive exploration of the unique challenges HR professionals face while managing workforces in California. This isn't just about mitigating risks—it's about empowering you to lead a high-performing, compliant organization in a complex legal environment. Earn your credential and transform how you navigate California's intricate labor laws with confidence and skill.

## How to earn the SHRM California Law HR Specialty Credential

Take an eLearning Prerequisite Course	Attend an Instructor Led Program	Complete Five eLearning Courses	Take and Pass an Assessment
<ul style="list-style-type: none"><li>•Foundations of CA Employment Law</li></ul>	<ul style="list-style-type: none"><li>•Applying CA Law to Employment Practices Program</li></ul>	<ul style="list-style-type: none"><li>•CA Wage and Hour Laws</li><li>•CA Privacy, Safety and Security</li><li>•CA Mandated Benefits and Workers Compensation</li><li>•CA Protected Leaves of Absence</li><li>•CA Employee and Employer Relations</li></ul>	<ul style="list-style-type: none"><li>•CA Law HR Knowledge Assessment</li></ul>

After successfully completing all learning components and passing the assessment, you'll earn the SHRM California Law HR Specialty Credential, along with a certificate of achievement and a digital badge. SHRM-certified professionals will also receive 26.5 PDCs toward recertification. Showcase your accomplishment by adding your credential to your resume, email signature, and social media profiles to boost your credibility and highlight your commitment to the profession.

## Learning Curriculum

### Prerequisite Course (eLearning)

#### **Title: Foundation of CA Employment Law**

Before diving into the core of your program, take advantage of the complimentary Foundation of CA Employment Law course. This self-paced, online course will equip you with essential knowledge, ensuring you are well-prepared to engage in the program's activities with confidence and insight.

## Learning Objectives

- Gain a comprehensive understanding of California's current employment laws and the latest legislative updates for this year.
- Learn effective strategies to navigate the intricate and ever-evolving landscape of California's employment laws.
- Use case studies, practical scenarios, and simulations to apply your newfound expertise in key areas of California HR, including:
  - Wage and Hour Laws
  - Privacy, Security, and Workplace Safety
  - Mandated Benefits and Workers' Compensation
  - Protected Leaves of Absence
  - Employee and Employer Relations

## Instructor Led Program (in-person or live online)

### **Title: California HR: Applying CA Law to Employment Practices**

Prepare for an immersive and dynamic learning experience in our *CA HR: Applying CA Law to Employment Practices* program. Get ready to harness your expertise through a series of interactive activities, challenging case studies, real-life scenarios, and a stimulating simulation. Dive deep into the intricacies of HR laws and regulations, understanding not just what they are, but why and how they should be applied strategically. Stay at the forefront of the HR landscape with our comprehensive employment law update. Ensure you're not just up to date but fully equipped to navigate this complex environment with confidence and competence.

## eLearning Components

### **Title: CA Wage and Hour Laws**

Dive deep into the complexities of California's wage and hour laws with this self-paced 90-minute course. Explore essential topics, including:

- Wage Orders and Job Status
- Wage Payment: Salary, Regular Rate of Pay, CA Weighted Overtime Premium, PTO/Vacation
- Hours of Work – Compliance and Key Regulations

### **Title: CA Privacy, Safety and Security**

Boost your expertise with this self-paced course, covering essential California laws on privacy, safety, and security. Key topics include:

- California Constitutional Privacy and Protections
- Social Media, Cal/OSHA, Duty of Care, Prop 65, IIPP, Smoking, and Cell Phones
- Monitoring, Recording, and Surveillance
- Pandemic Protocols

### **Title: CA Mandated Benefits and Workers Compensation**

Gain a clear understanding of the benefits and workers' compensation insurance you must provide, along with the factors that influence coverage levels in this self-paced 60-minute course. Key topics include:

- CA Paid Sick Leave and Paid Leave for Organ/Bone Marrow Donation
- State-Provided Wage Supplement Insurance
- Workers' Compensation Insurance

**Title: CA Protected Leaves of Absence**

Understand which leaves are covered and which are not under California law in this 60-minute self-paced course. Key topics include:

- NEW CFRA vs. FMLA, PDL
- Other Unpaid Job-Protected Leaves in California

**Title: CA Employee and Employer Relations**

Gain a comprehensive understanding of employer and employee responsibilities in this self-paced course. Explore key topics, including:

- Harassment: FEHA Protections, Records Retention, Confidentiality, Mandatory Training, Special Protections
- Discrimination: ADA vs. FEHA, Legal Case Requirements, Supervisor Liability, Investigative Consumer Reports
- Retaliation: FEHA Protections, Title VII, Immigration Practices, Disclosure of Information (compensation, terms of employment, etc.), Whistleblower and Other Special Protections