

# SHRM California Law HR Specialty Credential

**Laws Change. Keep up.** Gain the critical knowledge needed to develop employment guidelines that satisfy the intricate California labor code – including 52 updated laws in 2024 alone, minimize potential litigation risks, and meet the strategic objectives of your organization. The [SHRM California Law HR Specialty Credential](#) course allows you to experience the full scope of dynamic and unique challenges human resource professionals face on a daily basis while leading workforces in California. Its more than just mitigating risk, earning this credential will empower you to run a high-performing, compliant business in this incredibly complex terrain.



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

When you purchase the [SHRM CA Law HR Specialty Credential](#), your learning package includes all of the following components:

1. **CA HR: Applying CA Law to Employment Practices Program** – select the program that works best for you. This instructor-led program includes an eLearning course called Foundations of CA Employment Law that should be completed before the instructor-led program begins.
2. **Five CA Law HR eLearning courses** - as your schedule allows, complete the five California Law HR eLearning courses:
  - CA Wage and Hour Laws
  - CA Privacy, Safety and Security
  - CA Mandated Benefits and Workers Compensation Insurance
  - CA Protected Leaves of Absence
  - CA Employee and Employer Relations
3. **CA Law HR Knowledge Assessment** - Once the instructor-led program and all five eLearning courses are complete, successfully pass an online, 30-question CA Law HR knowledge assessment.

Upon completion of all components and passing assessment, you will earn 26.5 PDCs total along with your certificate of achievement and digital badge. Be sure to add your SHRM Specialty Credential achievement to your resume, signature block, and social media profiles to validate your credibility and demonstrate your dedication to the industry.

## Already hold your SHRM California Law HR Specialty Credential?

**Don't let your SHRM California Law HR Specialty Credential expire. Start your journey to maintain it today.** If you already hold your specialty credential, get confirmation that you've kept up with everything over the past three years including over 75 bill and law changes and implications by extending your specialty credential for another three years. This entirely new experience is focused on the application and implications in the unique and unusual circumstances so that you can heighten your expertise and elevate your strategy.

## New to CA HR law?

Be sure to focus on the complimentary Foundation of CA Employment Law course prior to your program. This self-paced online course will position you to thoughtfully participate in the program activities.

Program Objectives:

- Identify the current year CA employment law and legislative updates
- Discuss strategic ways to navigate the complex employment laws of CA
- Apply CA HR concepts to realistic case studies, scenarios and a simulation, pulling in knowledge from the following areas:
  - Wage and hour
  - Privacy, security, and safety
  - Mandated benefits and workers' compensation
  - Protected leaves of absence
  - Employee and employer relations

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

- **Pre-requisite: Foundations of CA Employment Law – 1.5 PDCs**  
Explore the fundamental CA employment law information across the five key knowledge areas to be prepared for the in-program case studies, scenarios and simulation.
- **Title: CA HR: Applying CA Law to Employment Practices 15 PDCs**  
Be ready for a highly interactive, activity-based program. Come prepared to apply your California HR knowledge, experience and expertise through challenging case studies, scenarios and a simulation. Expand your thinking to explore how and why you need to apply certain laws and how to navigate the complex environment strategically. You'll also receive an employment law update on the current year's new laws in the ever-changing landscape in CA – 2024 has 52 new laws!

## eLearning Components

- **Title: CA Wage and Hour Laws – 1.5 PDCs**  
Take a deep dive into the nuances of CA wage and hour laws in this 90-minute self-paced course. Explore key topics including:
  - Wage Orders and Job Status
  - Payment of Wages – Salary, Regular Rate of Pay, CA Weighted Overtime Premium, PTO/Vacation
  - Hours of Work – Compensable Time, AWS Process, Meal Periods, Rest Periods, Waivers, and Penalties
- **Title: CA Privacy, Safety and Security – 1 PDCs**  
Gain expertise in your knowledge of how CA laws address privacy, safety and security in this 60-minute self-paced course. Explore key topics including:
  - California Constitutional Privacy and Protections
  - Social Media, Cal/OSHA, Duty of Care, Prop 65, IIPP, Smoking, Cell Phones. Monitoring, Recording, Surveillance
  - Pandemic Protocols
- **Title: CA Mandated Benefits and Workers Compensation Insurance – 1 PDCs**  
Learn what benefits and workers compensation insurance you are required to have and what impacts the levels in this 60-minute eLearning course. Explore key topics including:
  - CA Paid Sick Leave, Paid Organ Donor/Bone Marrow Donation Leave
  - State Provided Wage Supplement Insurances
  - Workers Compensation Insurance
- **Title: CA Protected Leaves of Absence – 1 PDCs**  
Learn what leaves are covered and what leaves are not covered in CA in this 60-minute eLearning course. Explore key topics including:
  - NEW CFRA v. FMLA, PDL
  - All other Unpaid Job Protected Leaves in CA
- **Title: CA Employee and Employer Relations – 1.5 PDCs**  
Understand the responsibilities of the employer and employee in their direct responsibilities to each other in this 90-minute eLearning course. Explore key topics including:
  - Harassment – FEHA Protections, Records Retention, Confidentiality, Mandatory Training, Special Protections
  - Discrimination – ADA vs. FEHA, FEHA Protections, Legal Case Requirements, Supervisor Liability, Investigative Consumer Reports
  - Retaliation – FEHA Protections, Title VII, Immigration Practices, Disclosure of Information (compensation, terms and conditions of employment, etc.), Whistleblower and Other Special Protections