

**SB 778 Clean Up Legislation Signed into Law Pushes Out Effective Date for
Implementation of New SB 1343 Harassment Training Requirements to Calendar Year
2020 – What This Means for Employers**

Governor Newsom has now signed into law clean-up legislation SB 778 on August 30, 2019 to address these issues. SB 778 will now delay the implementation of the new harassment training requirements and any refresher training until calendar year 2020. As urgency legislation, SB 778 went into effect immediately upon Governor Newsom's approval of the law on August 30, 2019. See the link which outlines the changes. The legislation postpones the effective dates for supervisory and non-supervisory personnel. This new change in the law will allow employers more time to provide any required training to those employees not already trained – especially nonsupervisory employees who are now required to receive at least one hour of harassment training every two years.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201920200SB778

If ICRMA members further assistance contact the Director of Loss Control.