

# The First 100 Days, California Style: The Epicenter of Privacy and Employment Change

FEBRUARY 24, 2021

As President Biden takes his pen to new orders and laws in Washington, California presses forward on its own agenda, one that may reverberate beyond state lines.

This webinar will cover two major areas of change for California business—**employment** and **privacy**. On the employment agenda, we will address the questions that every employer is asking these days: should we mandate COVID-19 vaccinations? And, if so, what are the benefits, legal risks, and potential drawbacks of such a mandate? We will also address trends in wage and hour litigation sparked by the pandemic and COVID-related leaves available to California employees. With regard to privacy, we will share our thoughts about what should be on every GC and Board's radar to stay ahead of California's new privacy requirements (the CPRA and updates to the CCPA): the new federal cybersecurity law and pending Federal privacy legislation.

## TAKEAWAYS

### PRIVACY

- Conduct a privacy impact assessment.
- Make deliberate decisions on data collection/use to meet purpose limitation.
- Focus on data minimization.
- Implement a process to update/incorporate reasonable security.
- Update data breach response plan.

- Employers can mandate COVID vaccines in the workplace, but should first consider:
  - religious and medical accommodations;
  - employee environments (remote/in-person, vulnerable populations, physical proximity to others); and
  - employer costs.
- Several changes went into law in 2021 that may require immediate changes to company policies and procedures.
- Special attention should be given to wage & hour pitfalls that are exacerbated by work from home scenarios.

**Watch the recording [here](#).**

**View the presentation slides [here](#).**

If you are interested in an encore presentation, please contact us [here](#).

Visit [Winston & Strawn's The First 100 Days](#) series for our perspectives on Biden/Harris administration's regulatory, compliance, and enforcement agenda as it impacts U.S. and multinational companies across global markets.

1 Min Read

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## Related Locations

Los Angeles

## Related Capabilities

Privacy & Data Security

Labor & Employment

## Related Regions

North America