

HR NEWSLETTER

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PREPARE NOW. LEAD BETTER.

California: The Final Stretch of the Legislative Year

California lawmakers are entering the final weeks of the 2025–2026 legislative session, which means employers may soon have a clearer picture of new workplace requirements that could take effect in 2027.

Important dates to watch:

- **August 31, 2026:** End of California's regular legislative session.
- **September 2026:** Employers should begin watching which employment-related bills make it through the Legislature and reach the Governor.
- **September 30, 2026:** A key deadline for the Governor to act on legislation passed during the session.
- **January 1, 2027:** Many newly enacted employment laws may take effect at the beginning of the year unless another effective date is provided.



Federal: Worker Classification May Be Changing

At the federal level, the U.S. Department of Labor proposed changes in 2026 that could affect how employee and independent contractor status is analyzed under federal wage-and-hour laws.

Organizations that use contractors, consultants, freelancers, or other nonemployee workers should continue watching this development and make sure worker classifications are supportable under both federal and applicable state law.

Important dates to watch:

- **September 30, 2026:** VETS-4212 filing deadline for covered federal contractors.
- **Worker Classification:** The Department of Labor is considering changes to the federal independent-contractor test. Employers using contractors should continue watching for updates.

A new law or regulation only matters if it actually makes its way into workplace practices.

Before focusing entirely on what may happen in 2027, employers should make sure changes that already took effect have actually made it into day-to-day HR practices.

For California employers, a midyear review may include checking:

- Whether required employee notices were distributed and documented.
- Whether wage and salary requirements were updated correctly.
- Whether required pay data reporting was completed, if applicable.
- Whether policies and practices were updated to reflect new employee protections and leave requirements.
- How AI and automated tools are being used in recruiting, screening, scheduling, performance management, and other employment decisions.

When Leadership Meets the Moment

“Management is doing things right; leadership is doing the right things.” — Peter Drucker

Strong policies matter, but they only work when the people responsible for carrying them out know how to respond. Day-to-day management decisions can have a direct impact on employee relations, compliance, morale, and how quickly workplace concerns are resolved.

Challenges often come up when:

- An employee requests an accommodation.
- A workplace complaint is brought forward.
- Performance or conduct needs to be documented.
- A difficult employee situation requires a calm and consistent response.
- Confidential information needs to be handled appropriately.
- Someone needs to recognize when HR should become involved.

These situations are not always straightforward, and the wrong response can create confusion, inconsistency, or unnecessary risk. Effective management training helps people understand how to communicate clearly, document appropriately, apply policies consistently, and know when an issue should be elevated.

The goal is not to turn managers into HR professionals. It is to give them the tools and confidence to handle everyday workplace situations appropriately while knowing when to bring in additional support.

Building Stronger Workplace Leaders

FHC's professional development programs are designed to strengthen the skills people need to lead effectively in today's workplace. Training focuses on practical areas such as communication, documentation, employee relations, accountability, conflict management, and leadership development.

Programs can be delivered through individual development sessions, small-group workshops, scenario-based training, or multi-week development series. Each program can be customized around the organization's needs and desired outcomes.

Customizable Training Areas

Training can be built around broader areas such as:

- Leadership & Management Development
- Employee Relations & HR Awareness
- Communication & Documentation
- Performance Management & Accountability
- Conflict Management & Workplace Conduct
- Team Building & Leadership Communication



A Milestone for Professional Development at FHC

This summer marked an exciting milestone for FHC with our first two graduating classes completing a multi-week management and supervisory development series. Participants worked through real workplace situations while strengthening communication, documentation, employee relations, leadership, and decision-making skills.

We are proud to recognize the participants who completed the program, as well as the organizations that invested in their continued professional growth.

Bring Professional Development to Your Organization

Whether you are developing newly promoted leaders, strengthening an existing management team, or addressing specific workplace challenges, FHC can build a program around your organization's needs.

Training can be customized as a single workshop, small-group session, individual development plan, or multi-week series.

Now booking professional development and management training programs for fall 2026 and 2027. Contact us today to discuss a customized training program for your organization.