



California Retail Law Summit

GUIDING RETAIL THROUGH LEGAL & POLICY CHANGE

TOGETHER WE CAN NAVIGATE AND UNDERSTAND RETAIL UNCERTAINTY

SUNDAY, OCTOBER 26, 2025

5:30 p.m. **WELCOME RECEPTION**

6:30 p.m. **DINNER**

Engage in meaningful conversations, forge new connections and set the tone for a productive summit ahead followed by a dinner highlighting the region's culinary excellence.

SPECIAL GUEST: Attorney General Rob Bonta *(invited)*

MONDAY, OCTOBER 27, 2025

7:30 a.m. **BREAKFAST, WELCOME AND OVERVIEW; SPECIAL GUEST ASSEMBLYWOMAN MAGGY KRELL**

8:30 a.m. **NAVIGATING THE NEW FRONTIER OF ENVIRONMENTAL LITIGATION & COMPLIANCE**
POLICY PERSPECTIVE

We will cover the latest on SB 54 regulations as well as SB 707, the first EPR law in the U.S. to target textiles, requiring producers to take full lifecycle responsibility for clothing, footwear, and household textile goods, and to implement accessible collection and recycling programs by 2030. Updates on new EPR mandates for batteries and organic waste will be included, alongside the state's sweeping climate disclosure laws-SB 253, SB 261, and AB 1305-which are setting new standards for transparency and environmental accountability.

PANELISTS:

- Senator Catherine Blakespear, Chairwoman, Senate Env. Quality Committee *(confirmed)*
- Mr. Doug Kobold, Executive Director, CA Product Stewardship Council *(confirmed)*
- Mr. Eddie Moreno, Deputy Director of Legislative and Regulatory Affairs, DTSC *(invited)*
- Assemblymember Josh Hoover, Member, Natural Resources Committee *(invited)*

LEGAL PERSPECTIVE

We will move beyond theory to deliver practical, actionable strategies for managing compliance, minimizing litigation risk, and ensuring cross-jurisdictional readiness in a climate of unprecedented regulatory complexity. In an era of heightened regulatory scrutiny and evolving consumer expectations, California retailers face unprecedented legal and compliance challenges in the environmental arena. This session is a practical litigation primer on the latest and most significant cases targeting environmental regulation in California,

PANELISTS: LEGAL PROFESSIONALS

10:30 a.m. **BREAK**

10:45 a.m.

SMART PRICING: STRIKING THE BALANCE—INNOVATION, TRANSPARENCY & CONSUMER PROTECTION

Join a dynamic conversation with California legislators, including the authors of key bills such as AB 446, to explore how dynamic pricing technology operates in the retail sector and the benefits it offers to consumers through efficiency and competitive pricing. This session will delve into the mechanics of algorithm-driven pricing, clarifying common misconceptions and highlighting how these tools help retailers respond to market conditions while aiming to keep costs down for shoppers. Legislators, regulators, and retail experts will discuss recent and proposed California legislation addressing pricing transparency and algorithmic pricing restrictions, examining how collaboration among policymakers, businesses, and consumer advocates can protect consumers from unfair practices without stifling innovation. Attendees will gain insights into balancing consumer protection with technological advancement and practical strategies for compliance in a shifting regulatory landscape.

POLICY PERSPECTIVE

- Assemblymember Chris Ward, Privacy & Consumer Protection Committee (author of AB 446) *(invited)*
- Senator Roger Niello, Vice Chair, Senate Judiciary Committee *(invited)*
- Senator Alisha Wahab, Assistant Majority Leader; member, Judiciary Committee *(invited)*
- Mr. Rob Moutrie Senior Policy Advocate, Cal Chamber (former associate attorney at Meyers, Nave, Riback, Silver & Wilson) *(confirmed)*

LEGAL PERSPECTIVE

Pricing lawsuits continue to be a hot-button topic in California and around the country. In the world of prices that are driven by tariffs and AI, among other factors, learn how to protect your company from pricing lawsuits and hear valuable updates about transparency, competition, and consumer protection laws.

PANELISTS: LEGAL PROFESSIONALS

12:30 pm

LUNCH SESSION

A CONVERSATION WITH ZOE HELLER, DIRECTOR OF CAL RECYCLE & RACHEL MICHELIN, CRA PRESIDENT + CEO *(confirmed)*

Join us for a candid and engaging lunch conversation with Zoe Heller, Director of CalRecycle, as she sits down with the California Retailers Association to discuss the challenges and opportunities facing retailers in California. Director Heller brings deep expertise in zero-waste and circular economy policy, and is known for her collaborative, solution-oriented approach to environmental regulation.

Participate in an open dialogue on how CalRecycle and the retail sector can work together to build a cleaner, more sustainable, and business friendly California. Bring questions and insights for a lively exchange with one of the state's leading voices in environmental policy!

1:30 pm

PRIVACY, CYBER, AND AI LITIGATION TRENDS AND REGULATION

POLICY PERSPECTIVE

This session will deliver a comprehensive briefing on the latest developments, including the transformative Delete Act and California Privacy Protection Agency's revised draft regulations on cybersecurity audits, risk assessments, and automated decision-making technology-regulations that have been streamlined but still introduce significant new compliance obligations and opportunities for public comment as the rulemaking process nears its conclusion. With children's privacy protections rapidly evolving, the session will compare California's approach with new measures such as Texas's SCOPE Act, Maryland's Kids Code, and other emerging state laws, highlighting the growing patchwork of requirements and what this means for compliance strategies in 2025 and beyond.

PANELISTS:

- Assemblywoman Rebecca Bauer Kahen, Chair, Privacy & Consumer Protection Committee *(invited)*
- Senator Tom Umberg, Chair, Senate Judiciary Committee *(invited)*
- Mr. Tom Kemp, Executive Director, California Privacy Protection Agency *(confirmed)*
- Assemblymember Rick Zbur, Member, Assembly Judiciary Committee; Chair, Assembly Select Committee on Retail Theft *(confirmed)*

LEGAL PERSPECTIVE

We will move beyond theory to deliver practical, actionable strategies for managing compliance, minimizing litigation risk, and ensuring cross-jurisdictional readiness in a climate of unprecedented regulatory complexity.

PANELISTS: LEGAL PROFESSIONALS

3:30 pm **BREAK**

3:45 pm **BENCHMARKING AND WRAP UP**

6:00 pm **WINE RECEPTION & FIRESIDE CHAT** - Special Invited guest State Senator Christopher Cabaldon *(invited)*

TUESDAY, OCTOBER 28, 2025

7:30 am **BREAKFAST ROUNDTABLES: “HOT TOPICS IN RETAIL LAW”**

Engage with colleagues in exchanging insights on litigation trends they’re facing in California and how they’re preparing for upcoming regulatory changes in the Golden State.

8:00 am **CALIFORNIA’S WORKFORCE MANDATES**

As California’s labor landscape continues to evolve, this session will provide a timely briefing on critical workforce mandates shaping the retail sector in 2025. Panelists will explore the latest labor-related bills moving through the California Legislature, including new proposals on pay transparency, workplace surveillance, paid family leave, and employee training.

Special attention will be given to regulations pending at Cal/OSHA, including the development of comprehensive workplace violence prevention standards mandated by SB 553 and currently in the rulemaking process, as well as proposed updates to heat illness prevention requirements for both indoor and outdoor worksites. These regulatory changes are poised to significantly impact compliance strategies for employers statewide.

The discussion will also address the growing influence of local ordinances, such as minimum wage increases, effective July 1, 2025, in cities like Los Angeles, San Francisco, and Berkeley and the expansion of predictive scheduling laws, including Los Angeles County’s Fair Workweek Ordinance, which takes effect July 1, 2025. Attendees will gain practical insights into navigating this complex patchwork of state and local requirements, ensuring their organizations remain compliant and competitive in a rapidly changing environment.

POLICY PERSPECTIVE

- Senator Dave Cortese, Member, Senate Labor Committee *(invited)*
- Senator Anna Caballero, Chair, Senate Appropriations Committee *(invited)*
- Assemblymember Sadie Elhawary, Member, Assembly Labor and Employment Committee *(invited)*
- Senator Tony Strickland, Vice Chair, Labor Committee *(invited)*
- Senator Lola Smallwood-Cuevas; Chair, Labor, Public Employment and Retirement Committee *(invited)*
- Assemblywoman Ali Macedo, Member, Assembly Judiciary Committee *(confirmed)*

LEGAL PERSPECTIVE

We will move beyond theory to deliver practical, actionable strategies for managing compliance, minimizing litigation risk, and ensuring cross-jurisdiction readiness in a climate of unprecedented regulatory complexity around workplaces policies and regulations facing the industry in California.

PANELISTS: LEGAL PROFESSIONALS

10:00 am **NAVIGATING THE NEW LEGAL LANDSCAPE: PAGA & CIPA REFORM**

California’s legal landscape is rapidly changing for retailers, and this session will give a straightforward, practical briefing on what matters most. We’ll break down how the 2024 PAGA reforms overhaul penalty structures, expand the right to cure, and tighten who can bring claims—making it easier for retailers to resolve issues quickly and reduce litigation risk. You’ll hear directly from a key PAGA negotiator about how to leverage these changes, while also learning what you can do to stay ahead. We’ll also cover the latest on CIPA reform, including how SB 690 could exempt CCPA-regulated activities and help retailers avoid duplicative privacy lawsuits. Throughout, you’ll get practical strategies to update your compliance programs, resolve claims before they escalate, and cut down on costly litigation - giving you the clarity and confidence to navigate California’s evolving legal environment.

POLICY PERSPECTIVE

- Ashley Hoffman, Senior Policy Advocate, Cal Chamber; chief negotiator of the PAGA reform bill; (former associate attorney in office of Jackson Lewis P.C.; summer associate at Gibson, Dunn & Crutcher, LLP) *(confirmed)*
- Sarah Boot, Founder & Principal, Boot Advocacy; chief negotiator of SB 690; CIPA reform bill (former privacy advocate; California Chamber of Commerce, assistant U.S. attorney; Southern District of California; former litigation attorney at Cooley LLP) *(confirmed)*

LEGAL PERSPECTIVE

CIPA cases continue to proceed in California, and companies' use of AI introduces potential new legal theories for state wiretapping statutes. Learn the latest tools for combatting this burgeoning litigation.

PANELISTS: LEGAL PROFESSIONALS

12:00 pm

LUNCH – From the Law Office to the State Capitol

Ever wondered what happens when the sharpest legal minds also wield legislative power? Step into the shoes of those who write the laws *and* practice them! This lively, interactive session brings together California legislators who are also attorneys for a candid conversation you won't find in any casebook. Join us for a dynamic exchange where these legal-eagle lawmakers spill secrets on how their dual roles shape policy, influence regulatory trends, and impact the retail industry from Sacramento to Main Street, USA. Expect real-world war stories, behind-the-scenes anecdotes, and unvarnished perspectives on the intersection of lawmaking and legal practice; plus, plenty of time for your burning questions.

PANELISTS

- *Assemblymember Nick Schultz, Chair Public Safety (confirmed)*
- *Assemblymember Catherine Stefani, Member; Judiciary Committee (invited)*
- *Assemblymember Diane Papan, Member; Judiciary Committee (invited)*
- *Assemblymember Ash Kalra, Judiciary Committee Chair (invited)*

1:00 pm

EVENT CONCLUDES