



CALIFORNIA LAWYER ASSOCIATION  
LABOR & EMPLOYMENT LAW SECTION

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## Employment Law 101 – Fundamentals for the New Employment Practitioner

**THURSDAY, FEBRUARY 7, 2019**  
Southwestern Law School  
3050 Wilshire Blvd.  
Los Angeles, CA 90010

**THURSDAY, FEBRUARY 21, 2019**  
The Orrick Building  
405 Howard Street  
San Francisco, CA 94105

Register Online <http://CALawyers.org/LaborEmployment>

# PROGRAM SCHEDULE

Given the voluminous number of employment laws that are applicable to California employers, representing clients or working as an employment practitioner can be extremely challenging. In this conference, management and employee-side attorneys will cover the fundamentals of a variety of employment laws, including: discrimination, harassment, leaves of absences, wage and hour as well as employment agreements and alternative ways of resolving employment disputes.

## Registration & Continental Breakfast

8 am - 8:30 am

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## Employment Law 101—Comprehensive Review of State and Federal Laws

8:30 am - 10 am

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California provides employees various protections in the workplace that as practitioners we need to understand to provide effective representation. This panel will cover the key state and federal employment laws that prohibit discrimination, harassment, and retaliation, including how to prosecute and defend such cases and current trends.

Los Angeles :     **Maribel Hernandez, The Save Mart Companies (Management)**  
                          **Anna Levine-Gronningsater, The Bloom Firm (Employee)**  
San Francisco:   **Kristianne Seargeant, Sutter Health (Management)**  
                          **Latika Malkani, Siegel LeWitter Malkani (Employee)**

## Break

10 am - 10:15 am

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## Leave of Absence Compliance

10:15 am - 11:45 am

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California's leave laws are among the most difficult for employers to manage and comply with. In this program, panelists will discuss the Family Medical Leave Act, the California Family Rights Act, Pregnancy Disability Leave Law, New Parent Leave Act, Americans with Disabilities Act, and other leave laws that cover California employees. Special consideration will be given to the interplay of the various leave laws and potential pitfalls.

Los Angeles:     **Joseph Ortiz, Best Best & Krieger (Mangement)**  
                          **Ramit Mizrahi, Mizrahi Law, APC (Employee)**  
San Francisco:   **Maribel Hernandez, The Save Mart Companies (Management)**  
                          **Chaya Mandelbaum, Rudy, Exelrod, Zieff & Lowe, LLP (Employee)**

## Lunch

11:45 am - 12:15 pm

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## Employment Agreements—the Practical Guide to Drafting and Understanding their Impact in Litigation

12:15 pm - 1:45 pm

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This panel will review the most common types of contracts, including General Releases, Severance Agreements, and Arbitration Agreements. It will provide you with a practical guide to structuring and drafting effective employment agreements, covering their major provisions, interrelationships, and traps to avoid.

- Los Angeles:** April Szabo, Atkinson, Andelson, Loya, Ruud & Romo (Management)  
Afshin Mozaffari, Mozaffari Law (Employee)
- San Francisco:** Babak Yousefzadeh, Sheppard Mullin (Management)  
Jennifer Liu, The Liu Law Firm, P.C. (Employee)

## Wage and Hour Basics

1:45 pm - 3:15 pm

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Navigating the wide range of California's complex wage and hour laws can be challenging. This panel will discuss the sources of wage and hour laws, including the Fair Labor Standards Act, the Labor Code, and IWC Wage Orders. Topics to be reviewed include rules regarding misclassification of employees, meal and rest periods, travel pay, final pay, failure to pay for off-the-clock work and pre and post shift activities, unlawful deductions, and common mistakes to avoid.

- Los Angeles:** Chris Jalian, Paul Hastings (Management)  
Cornelia Dai, Hadsell Stormer & Renick LLP (Employee)
- San Francisco:** Alex Stathopoulos, Orrick Herrington & Sutcliffe LLP (Management)  
Hina Shah, Golden Gate University School of Law (Employee)

## BREAK

3:15 pm - 3:30 pm

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## The Nuts and Bolts of Arbitration and Mediation

3:30 pm - 4:45 pm

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Arbitration and mediation are two Common ways of resolving employment disputes between employers and employees. This module will discuss the advantages and disadvantages of mediation and arbitration, effective mediation strategies, and how new lawyers and company executives can contribute to their clients' mediation and arbitration success.

- Los Angeles:** Serafin Tagarao, Carothers DiSante & Freudenberger LLP (Management)  
Andrew Friedman, Helmer & Friedman LLP (Employee)
- San Francisco:** Baldwin Lee, Allen Matkins Leck Gamble Mallory & Natsis LLP (Management)  
Bryan Schwartz, Bryan Schwartz Law (Employee)

# REGISTRATION INFORMATION

## **CANCELLATIONS/REFUND POLICY:**

Cancellations and requests for refunds must be received in writing no later than 5 working days before the date of the conference and are subject to a \$50 service charge. Refunds will not be available after that date.

## **QUESTIONS:**

For registration information call 415-795-7025. Telephone registrations will not be accepted. For program content and/or Section information call 415-795-7107.

## **SPECIAL ASSISTANCE:**

For special assistance, please call 415-795-7107.

## **ON-SITE:**

On-site registration will be on a space available basis. Call to confirm space availability.

**Co-Chairs:** Maribel Hernandez, The Save Mart Companies  
Joseph Ortiz, Best Best & Krieger



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