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EMPLOYMENT LAW 101— FUNDAMENTALS FOR THE NEW EMPLOYMENT PRACTITIONER

THURSDAY, FEBRUARY 6, 2020
St. Anne's Conference Center
155 N. Occidental Blvd.
Los Angeles, CA 90026

THURSDAY, FEBRUARY 13, 2020
Morrison & Foerster LLP
425 Market Street, 33rd Floor
San Francisco, CA 94105

**Thank you to Morrison & Foerster
for being a Venue Sponsor!*

Register Online: CALAWYERS.ORG/LABOR-AND-EMPLOYMENT-LAW

PROGRAM SCHEDULE

REGISTRATION OPENS

8:00 a.m. – 5:00 p.m.

CONTINENTAL BREAKFAST AVAILABLE

8:00 a.m. – 9:00 a.m.

EMPLOYMENT LAW 101

8:30 a.m. – 10:15 a.m.

California provides employees with numerous protections in the workplace that practitioners need to understand to provide effective representation. In this module, panelists will walk us through the key state and federal employment laws impacting the workplace, as well as explain the basics of filing and defending against discrimination, harassment, retaliation, and other employment claims.

LOS ANGELES SPEAKERS: Lisa M. Harris, Sempra Energy
Sarah Schlehr, The Schlehr Law Firm, PC

SAN FRANCISCO SPEAKERS: Maribel Hernandez, The Save Mart Companies
Chaya Mandelbaum, Rudy, Exelrod, Zieff & Lowe, LLP

BREAK

10:15 a.m. – 10:30 a.m.

LEAVE OF ABSENCES—REVIEW OF ALL LEAVES AND SPECIAL FOCUS ON FMLA/CFRA/PDL

10:30 a.m. – 12:00 p.m.

California's leave laws are among the most difficult for employers to comply with and manage. In this module, panelists will discuss the Family Medical Leave Act, the California Family Rights Act, Pregnancy Disability Leave, and various other leaves impacting California employers. Special consideration will be given to the interplay of the various leaves and the potential pitfalls.

LOS ANGELES SPEAKERS: Lisa Yumi Mitchel, Constangy, Brooks, Smith & Prophete, LLP
Ramit Mizrahi, Mizrahi Law, APC

SAN FRANCISCO SPEAKERS: Lisa Horgan, Littler Mendelson
Navruz Avloni, California Civil Rights Law Group

LUNCH & NETWORKING

12:00 p.m. – 12:30 p.m.

This is a great opportunity to re-connect with your acquaintances and connect with new ones!

COMPLYING WITH THE NATIONAL LABOR RELATIONS ACT (NLRA)

12:30 p.m. – 1:45 p.m.

Whether you represent union employees/employers or non-union employees/employers, chances are the National Labor Relations Act will impact your practice. This panel will provide you with an overview of employee rights under the Act, and common issues regularly impacting the workplace such as the use of arbitration agreements and the Act's application to workplace policies/practices (social media, confidentiality, privacy, e-mail use, etc.). This module will also discuss the process of initiating and defending cases at the National Labor Relations Board.

LOS ANGELES SPEAKERS: Tom A. Lenz, Atkinson, Andelson, Loya, Ruud & Romo
Jonathan M. Cohen, Rothner, Segall & Greenstone

SAN FRANCISCO SPEAKERS: Kwan Park, Morrison & Foerster, LLP
Christy J. Kwon, National Labor Relations Board

BREAK

1:45 p.m. – 2:00 p.m.

WAGE AND HOUR BASICS

2:00 p.m. – 3:30 p.m.

Navigating the wide range of California's complex wage and hour laws can be challenging. This module's panelists will discuss the sources of wage and hour laws, including the Fair Labor Standards Act, the Labor Code, and Industrial Welfare Commission (IWC) Wage Orders. Topics to be reviewed include, rules regarding misclassification of employees, AB5, 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 SPEAKERS: Aaron H. Cole, Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
Kelsey M. Szamet, Kingsley & Kingsley

SAN FRANCISCO SPEAKERS: Alexandra Stathopoulos, Orrick Herrington & Sutcliffe LLP
Hina Shah, Golden Gate Univ. School of Law Women's Employment Rights Clinic

BREAK

3:30 p.m. – 3:45 p.m.

THE ART OF DEPOSITIONS

3:45 p.m. – 5:00 p.m.

Cases can be won or lost at trial based on a single deposition. Deposition testimony is also a powerful tool in settlement negotiations and in dispositive motions. This program is designed to provide practical strategies on how to take a successful deposition by providing tips on how to: (1) Ask the deponent clear critical questions regarding your case; (2) Pinpoint facts and knowledge possessed by the deponent; and (3) Effectively follow-up on a deponent's answers.

LOS ANGELES SPEAKERS: Reginald Roberts, Sanders Roberts, LLP
Maria G. Diaz, Allred, Maroko & Goldberg

SAN FRANCISCO SPEAKERS: Michael A. Laurenson, Gordon Reese
Phil Horowitz, Law Offices of Phil Horowitz

REGISTRATION INFORMATION

CONFERENCE INFORMATION:

Conference materials will be available online prior to the Conference and provided on a USB at the Conference. **Wi-Fi will not be available inside the conference rooms. All attendees are responsible for their own parking.**

PRINTED MATERIALS WILL NOT BE PROVIDED:

Should you prefer to reference printed materials during the conference, please feel free to access the online information and print out the materials prior to the conference.

CANCELLATIONS/REFUND POLICY:

Cancellations and requests for refunds must be received in writing no later than Thursday, January 30, 2020 and are subject to a \$25 service charge. Refunds will not be available after Thursday, January 30, 2020.

QUESTIONS:

For registration information call 916-516-1757. Telephone registrations will not be accepted. For program content and/or Section information call 916-516-1748.

SPECIAL ASSISTANCE:

For special assistance, please call 916-516-1748.

ON-SITE:

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

PHOTO RELEASE:

This event may be recorded. By attending this event, you consent to be photographed, filmed, and/or otherwise recorded, and to any use, by the CLA, of your likeness, voice, and name in any and all media including social media. If you do not want your name or photo to be used, please let us know in advance. We cannot, however, honor requests to opt out of the use of your image or voice if you choose to ask a question during one of the event sessions.

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REGISTRATION FORM

Note: One registrant per form. Photocopies may be used.

- Thursday, February 6, 2020 – Los Angeles
 Thursday, February 13, 2020 – San Francisco

Bar Number: _____

Name: _____

Firm: _____

Firm Address: _____

City, State: _____ Zip Code: _____

Phone Number: _____

Email Address: _____

(Required for email confirmation)

Emergency Contact Information

Name: _____

Phone Number: _____

Program package includes 7.25 hours of MCLE, program materials, continental breakfast and lunch.

- Check here if you do not want your information released.

PRE-REGISTRATION FEES (check the appropriate circle)

- \$225 Labor and Employment Section Members
 \$320 Non-Section Members
(includes enrollment in the Labor and Employment Section for 2020)

**Onsite registration fees are \$275 for Section Members and \$370 for Non-Section Members

AMOUNT ENCLOSED OR TO BE CHARGED

\$ _____

REGISTRATION INFORMATION

DEADLINE: In order to pre-register, send your form and check, payable to California Lawyers Association, or credit card information, must be received no later than Thursday, January 30, 2020.

REGISTER ONLINE: CALAWYERS.ORG/LABOR-AND-EMPLOYMENT-LAW

MAIL TO: Program Registrations, California Lawyers Association
400 Capitol Mall, Suite 650, Sacramento, CA 95814

EMAIL TO: Program Registrations at ProgramRegistrations@CALawyers.org. In order to email your registration, credit card information is MANDATORY.
(Photocopies of checks will NOT be accepted.)

CREDIT CARD INFORMATION (VISA/MASTERCARD ONLY)

I authorize California Lawyers Association to charge my program registration to my VISA/ MasterCard account. (No other credit card will be accepted.)

Account Number: _____

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California Lawyers Association is an approved State Bar of California MCLE provider.

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CALIFORNIA LAWYERS ASSOCIATION

Labor and Employment Law Section
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Sacramento, CA 95814

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