With the gig economy picking up momentum, the evolution of the #MeToo movement, unemployment getting even lower, and the legislature and city council getting more active, the timing couldn’t be better to brush up on Labor and Employment laws and recent judicial pronouncements.

We will examine developments in labor law, leave laws, wage & hour, and immigration. We will delve into issues surrounding confidentiality, sexual harassment, workplace violence, misclassification, and discrimination. This year’s program will also offer a discussion on how to prepare for an economic downturn.

Join us for a two-day seminar on the latest Labor and Employment law trends and updates, presented by some of Washington’s top practitioners in the field.

Who Should Attend:
Attorneys
Human Resource Professionals
In-House Counsel
8:00 Optional Session - Introduction to Labor and Employment Law for Attorneys and HR Professionals
Understanding the legal implications of the contractual relationship between employer and employee

Susan Eberle Stahlfeld
Miller Nash Graham & Dunn LLP

8:50 Break

9:00 Introduction and Overview of Day One

Lawrence R. Cock, Program Co-Chair
Corr Cronin LLP
Timothy J. O’Connell, Program Co-Chair
Stoel Rives LLP

9:10 Labor Law Update

Timothy J. O’Connell
Stoel Rives LLP

10:00 Wage and Hour Update
Latest agency and legislative developments on wage and hour issues; the rise of predictable scheduling laws; recent court decisions; separate pay for rest breaks and “non-productive time”; wage and hour class action developments

Douglas E. Smith
Littler Mendelson PC

10:45 Break

11:00 Workplace Violence and Bullying
Employer obligations to protect the workplace; steps to lessen the risk of harm and liability; practical responses to workplace threats

Steven R. Peltin
Foster Pepper PLLC

12:00 Midday Break

1:15 ADA and FMLA Update
Accommodating employees with disabilities; understanding Federal, State, and Local leave laws

Carolyn H. Ladd, Senior Counsel
Labor, Employment and Benefits Group, The Boeing Company

2:15 Leave Law Abuse
Employer options under applicable laws for identifying and minimizing abuse; striking the right balance on when to act to combat abuse

Robert M. Howie
Fox Rothschild LLP

3:00 Break

3:15 Mandatory Arbitration
Lewis vs. Epic Systems

Lawrence A. Shapero
Ogletree Deakins Nash Smoak & Stewart PC

4:00 Non-Competes, Non-Compete Reform, Non-Solicitations, Non-Acceptance of Business, No Hire, and Confidentiality Agreements

Lawrence R. Cock
Corr Cronin LLP
Jack M. Lovejoy
Corr Cronin LLP

5:00 Adjourn

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9:00 Introduction and Overview of Day Two

Lawrence R. Cock, Program Co-Chair
Corr Cronin LLP
Timothy J. O’Connell, Program Co-Chair
Stoel Rives LLP

9:10 Ethical Considerations - Practicing Law is Hazardous to Your Health
Alcohol & substance abuse in the legal profession; elevated mental illness & suicide rates; what to do if our jobs are making us sick?

Philip Buri
Buri Funston Munford & Furloch PLLC

10:10 What Every Employer Needs to Know About the Gig Economy and Misclassification
Latest case law and regulatory developments related to gig economy companies; modern misclassification concerns and potential for revolution in analysis of legal tests; the “Uber-ization” of corporate America and what every employer will want to know about freelance/contract work

Richard R. Meneghello
Fisher & Phillips LLP

11:00 Break

11:15 Immigration Law: H-1B and Employer Sponsored Green Cards
Understanding employer obligations for managing a foreign national workforce from hiring to termination; and employee obligations for maintaining status in compliance with immigration rules

Andrew T. Chan
MacDonald Hoague & Bayless
Lola S. Zakharova
MacDonald Hoague & Bayless

12:15 Midday Break

1:30 Intersectional Discrimination
Understanding the legal and strategic implications of a discrimination claim based on a combination of two or more protected classes

Michael C. Subit
Frank Freed Subit & Thomas LLP

2:15 Public Employers
What should public employers consider in determining whether to discipline or terminate an employee? How should public employers handle investigations in light of developing law and the public records act? What steps can public employers take to minimize employment claims?

Katheryn Bradley
Lane Powell PC

2:45 Break

3:15 Preparing for an Economic Downturn
Downsizing staff; Warn Act; 80/20 rule; preventing retaliation claims; whistleblower and wrongful termination

Julie S. Lucht
Perkins Coie LLP

4:00 Pulling it all Together – L&E Best Practices
Documentation; meeting; investigation; arbitration policies

Duncan E. Manville
Savitt Bruce & Willey LLP

4:45 Adjourn
Faculty - Labor & Employment Law

**Lawrence R. Cock**, Program Co-Chair, is Of Counsel to Corr Cronin LLP. With more than 25 years of trial and appellate experience, he emphasizes advice and litigation involving the Uniform Trade Secrets Act, noncompetition covenants, and securities.

**Robert M. Howie** is a partner at Fox Rothschild LLP. He advises regional and national companies on compliance with employment laws at every level, internal policy issues, and delivers memorable training programs for employers and business leaders.

**Timothy J. O’Connell**, Program Co-Chair, a partner with Stoel Rives LLP, practices in the areas of labor and employment law. His practice includes equal employment and discrimination cases, wrongful discharge litigation, and wage/hour counseling.

**Carolyn H. Ladd** is Senior Counsel in the Labor, Employment and Benefits Group at The Boeing Company. Her practice focuses on compliance with the ADA, FMLA, FLSA, Title VII of the Civil Rights Act of 1964, and state equal employment laws.

**Katheryn Bradley** is a shareholder a Lane Powell PC and co-chair of the Labor, Employment & Benefits Team and chairs the Wage & Hour Team. She has devoted her career to resolving workplace disputes faced by private and public employers.

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**Jack M. Lovejoy** is Of Counsel to Corr Cronin LLP. He is a litigator and trial lawyer, having tried cases in state and federal court, and private arbitration. His practice emphasizes high-level employee transitions, trade secret litigation, and securities arbitration.

**Philip Buri** founded Buri Funston Mumford & Furlong PLLC. He practices appellate and civil litigation. He has been lead counsel in over 145 appeals in the three divisions of the Court of Appeals, the Washington Supreme Court, and the Ninth Circuit.

**Julie S. Lucht** is a partner at Perkins Coie LLP, focusing on employment litigation and counseling. She represents clients in all phases of litigation in defense of numerous types of employment discrimination and other employment-related claims.

**Andrew T. Chan** is a partner at MacDonald Hoague & Bayless whose practice focuses on immigration and nationality law. He speaks to professional and community audiences on immigration topics ranging from nonimmigrant visas to immigrant rights.

**Duncan E. Manville**, a partner at Savitt Bruce & Willey LLP, has handled a wide a variety of complex civil litigation matters. He regularly represents and advises government entities and other clients in discrimination, harassment, and whistleblower cases.
Richard R. Meneghello is a partner at Fisher & Phillips LLP, a national labor and employment law firm representing the interests of management. He is the co-chair of the firm’s Gig Economy Practice Group and edits the firm’s Gig Economy blog.

Steven R. Peltin chairs Foster Pepper PLLC’s Employment, Labor and Benefits group. He has more than 30 years of experience counseling and defending employers in connection with local, state and federal employment and labor laws.

Laurence A. Shapero is a Shareholder at Ogletree Deakins Nash Smoak & Stewart PC. For 20 years, he has advised clients in labor, employment and benefits matters. His practice includes litigation, counseling, and private arbitration matters.

Douglas E. Smith is a shareholder at Littler Mendelson PC. He focuses his practice on representing clients in complex class action litigation and offering advice on legal compliance with federal, state and local wage and hour requirements.

Susan Eberle Stahlfeld is a partner and the coleader of Miller Nash Graham & Dunn LLP’s employment law and labor relations practice group. She represents employers in discrimination, wrongful discharge, wage-and-hour, and employment torts cases.

Michael C. Subit is a partner at Frank Freed Subit & Thomas LLP. For over 25 years, he has represented plaintiffs in employment and civil rights cases. He has authored articles on employment issues and appeared as a television legal analyst.

Lola S. Zakharova is a partner at MacDonald Hoague & Bayless with over 20 years’ experience in immigration law. She assists companies in securing temporary work visas and employment-based permanent status for international talent.
Credits

WA MCLE
This course has been approved for 11.75 hours of law and legal credit and 1.0 hours of ethics CLE credit by the Washington MCLE board (Live Credits for In Person Attendance & Webcast). This includes .75 hours of law and legal CLE credit for the optional session. Note that if you do not attend the optional session you will earn 11.0 hours of law and legal credit and 1.0 hours of ethics CLE credit. Self-Study credit will be available, specific credit amount to be determined.

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OR CLE
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ID CLE
This course has been approved by the Idaho State Bar for 11.75 general & 1.0 ethics CLE credits (Live Credits for In Person Attendance & Webcast). This includes .75 general CLE credit for the optional session. Note that if you do not attend the optional session you will earn 11.0 general & 1.0 ethics CLE. Self study is available for the On Demand. For other homestudy products you can self apply for self study credits.

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AK CLE
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The use of this seal confirms that this activity has met HR Certification Institute’s® (HRCI®) criteria for recertification credit pre-approval.

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Location

Washington Athletic Club
1325 6th Avenue, Seattle, WA 98101
Phone: 206-622-7900
The seminar is located in the Noble Room. Please call the venue for directions/questions.

PARKING - Parking is available to the public. Discounts may be available for WAC members. Please contact the venue for more information.

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