With the COVID-19 pandemic substantially impacting businesses and their employment decisions, the timing couldn’t be better to brush up on Labor and Employment laws and recent legislative and judicial developments.

We will examine developments in labor law, leave laws, and wage & hour laws. We will delve into issues surrounding sexual harassment, diversity and inclusion, cannabis in the workplace, and non-competes. This year’s program will also offer discussions relevant to the COVID-19 crisis, including pay during a pandemic, managing employees who work from home, and workplace safety in the age of a pandemic.

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.
Thursday, August 27, 2020

8:00  Optional Session - Introduction to Labor and Employment Law for Attorneys and HR Professionals
     Including Proportionality in Employment Settings;
     Inappropriate comments
     Shirley Lou-Magnuson
     Lane Powell PC

8:40  Break

8:50  Introduction and Overview of Day One
     Karin D. Jones, Program Co-Chair
     Stoel Rives LLP
     Lawrence R. Cock, Program Co-Chair
     Corr Cronin LLP

9:00  Labor Law Update
     Adam S. Belzberg
     Stoel Rives LLP

9:45  Wage/Hour and Gig Economy Update
     Darren A. Feider
     Sebris Busto James

10:30 Break

10:45 Leave Law Update
     Practical tips for advising clients on leave obligations and rights of employees who need time off for reasons including non-COVID related health issues, caregiving, and pregnancy and parental leave under the Washington Paid Family and Medical Leave Act (WA PFML), the federal Family and Medical Leave Act (FMLA), leave as an accommodation under the Americans with Disabilities Act (ADA) and Washington Law Against Discrimination (WLAD), and the Washington Paid Sick Leave Law.
     Shannon J. Lawless
     Ryan Swanson & Cleveland PLLC

11:30 #MeToo – Still Changing and Having an Impact
     Washington laws against discrimination; accommodation
     Munia Jabbar
     Frank Freed Subit & Thomas LLP

12:15 Midday Break

1:30  Cannabis and the Workplace
     Current legalization status of cannabis in the United States; Can an employer prohibit off-site marijuana use? Is an employer obligated to accommodate medical marijuana? Best practices for employers
     Sarah N. Turner
     Gordon Rees Scully Mansukhani LLP

2:15  Public Employer’s Perspective
     Garrett J. Williams
     Andrews Lagasse Branch & Bell

3:00  Break

3:15  Alternative Dispute Resolution
     Hon. Laura C. Inveen, (ret)
     Hilary Dispute Resolution

5:00  Adjourn

Friday, August 28, 2020

9:00  Introduction and Overview of Day Two
     Karin D. Jones
     Stoel Rives LLP
     Lawrence R. Cock
     Corr Cronin LLP

9:10  Managing Employees Who Work from Home
     Joy Ellis
     Foster Garvey PC

10:00  Plaintiffs Perspective
     Ada K. Wong
     AKW Law PC

10:45 Break

11:00  Inclusion & Diversity in the Workplace
     Beth Terrell
     Terrell Marshall Law Group PLLC

11:45  Common HR Mistakes & Ways to Fix Them
     Laurence A. Shapero
     Ogletree Deakins Nash Smoak & Stewart PC

12:30 Midday Break

1:45  Pay During a Pandemic
     Families First Corona Virus Response Act; Paid Family & Medical Leave; Unemployment & Workers’ Compensation
     Carolyn H. Ladd, Senior Counsel
     Labor, Employment & Benefits Group, The Boeing Company

2:30  Non-Competes and Trade Secrets
     Jack M. Lovejoy
     Corr Cronin LLP

3:15  Break

3:30  Workplace Safety in the Age of a Pandemic
     Karin D. Jones
     Stoel Rives LLP

4:00  In-House Perspective on Labor & Employment Law
     Karin D. Jones, Moderator
     Stoel Rives LLP
     Renee L. Grant Bluechel, Senior Counsel
     Labor and Employment, The Boeing Company
     Jeannie L. Bohlman, Senior Lead Counsel
     Employment and Litigation, Zillow Group, Inc.
     Pamela Helman, VP of Legal
     MOD Pizza

5:00  Adjourn
Lawrence R. Cock, Program Co-Chair, is Of Counsel to Corr Cronin LLP. With over 25 years of trial and appellate experience, he advises on the Uniform Trade Secrets Act, noncompetition covenants, trust and estate litigation, securities, physician privileging and discipline, and injunctive relief.

Karin D. Jones, Program Co-Chair, is a partner in the Labor and Employment group of Stoel Rives LLP. She provides practical advice to employers regarding a wide variety of workplace and personnel issues and helping employers minimize the risk and impact of workplace problems.

Adam S. Belzberg is a Partner at Stoel Rives LLP. He represents and advises employers, from small businesses to international corporations, in all aspects of labor and employment law. He has particular experience representing employers in the agriculture, construction, and energy industries.

Renee L. Grant Bluechel is Senior Counsel at The Boeing Company. She provides employment-related advice to human resource professionals and business leaders, manages employment and benefits litigation, and supports labor negotiations and grievance processes.

Jeannie L. Bohlman leads the litigation and employment law teams at Zillow Group, Inc., including providing advice and counsel on all employment-related matters. Prior to moving in-house, Jeannie spent seven years in private practice focused primarily on employment defense litigation.

Joy Ellis is a Principal at Foster Garvey PC. She has 20 years of experience delivering practical employment-related advice, litigating labor and employment disputes, and advising independent schools. She is a frequent speaker on various employment and school law topics.

Darren A. Feider is a shareholder with Sebris Busto James. His practice involves general employment litigation, wrongful discharge and discrimination claims, wage and hour disputes, trade secret, covenant not to compete and non-solicitation litigation as well as copyright infringement and trademark matters.

Amanda J. Hailey is a labor & employment attorney at Seyfarth Shaw LLP. She helps employers navigate questions related to employment discrimination, leave of absence requests, reasonable accommodations, workplace harassment, and difficult workplace conflicts.

Pamela Helman serves as Vice President of Legal Affairs for MOD Pizza. She is an experienced litigation attorney, specializing in employment and product liability, both in-house and in law firms. She leads the team that provides legal support and strategic business counseling.

Hon. Laura C. Inveen (ret.) provides mediation and arbitration services through Hilyer Dispute Resolution. She previously served as a King County Superior Court Judge, appointed in July, 1992. She was Presiding Judge and served as Chief of the Civil and Juvenile departments.

Munia Jabbar is an attorney at Frank Freed Subit & Thomas LLP. She helps clients resolve legal conflicts with social, cultural, and interpersonal dynamics of complex workplace situations. She previously worked at a nonprofit in Washington, D.C. specializing in civil rights advocacy.

Carolyn H. Ladd is Senior Counsel in the Labor, Employment and Benefits Group at The Boeing Company, the largest private employer in the state of Washington. Her practice focuses on compliance with the ADA, the FMLA, the FLSA, and state Equal Employment laws.
Shannon J. Lawless is a member of Ryan Swanson & Cleveland PLLC representing employers. She strategizes with HR professionals and business owners on how to handle issues such as hiring, workplace complaints, requests for accommodation, and lawful terminations.

Shirley S. Lou-Magnuson is an attorney at Lane Powell PC. She is an experienced litigator who dedicates her practice to defending public and private entities from civil and regulatory liability. She regularly represents clients in labor & employment and general corporate matters.

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, as well as in private arbitration. His practice emphasizes high-level employee transitions, trade secret litigation, and securities arbitration.

Laurence A. Shapero is a Shareholder at Ogletree Deakins Nash Smoak & Stewart PC. For 20 years, employers have called on him for advice and assistance in managing employee performance issues; and developing/administering prudent human resources policies and practices.

Beth Terrell is a founding member of Terrell Marshall Law Group PLLC. She represents employees who have suffered from race, gender, age, marital status, & disability discrimination. She also counsels small & medium sized companies facing personnel and human resource issues.

Garrett J. Williams is an attorney with Andrews Lagasse Branch & Bell LLP. He focuses on labor and employment issues, including litigating disputes, investigating misconduct, negotiating with unions, and advising on regulatory compliance. He is a frequent presenter at legal seminars.

Ada K. Wong is the Owner and Managing Partner of AKW Law PC. She focuses on employment law, business litigation, and estate planning. She also serves as an arbitrator in King and Snohomish counties, and was also an Adjunct Professor at the Seattle University School of Law.

Sarah N. Turner is a partner with the Employment/Labor group of Gordon Rees Scully Mansukhani LLP. She defends employers in claims for wrongful discharge, discrimination, harassment, retaliation, privacy, defamation, ADA, benefits, breach of contract, non-competes, and wage/hour.
Credits

WA MCLE
This course has been approved for 12.0 hours of law and legal credit and 1.0 hours of ethics CLE credit by the Washington MCLE board (Live Credits for Webcast). This includes 0.75 hours of law and legal CLE credit for the optional session. Note that if you do not attend the optional session you will earn 11.25 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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CANCELLATION POLICY: We will refund your tuition, less a $50 cancellation charge, if we receive your cancellation by 8/21/20. No refunds will be given after this date. Please note that if you do not cancel by the deadline and/or do not attend, you are still responsible for payment.

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Location

Live Webcast broadcasted from Seattle, WA
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Due to growing health concerns regarding the spread of COVID-19, The Seminar Group has opted to hold Labor & Employment Law Conference strictly webcast.