

24th Annual

Labor & Employment Law Conference



AUG. 19 & 20, 2021

WASHINGTON
ATHLETIC CLUB

Seattle, WA

ACCREDITATION

**WA MCLE, OR CLE,
CA CLE, ID CLE,
HRCI, SHRM-CPSM/
SHRM-SCPSM**

(see inside for details)



THE SEMINAR GROUP ~ RAISING THE BAR OF CONTINUING LEGAL AND PROFESSIONAL EDUCATION

Seminar Overview

With the COVID-19 pandemic continuing to substantially impact 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 delve into wage and hour issues, leave law, the gig economy, sexual harassment, and racial justice. We will examine developments in labor law and non-competition covenants. This year's program will also offer discussions relevant to the COVID-19 crisis, including vaccination issues and managing employees who work from home (or do they live at work?).

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

Labor & Employment Law Thursday, August 19, 2021

8:00 Optional Session - Introduction to Labor and PDT Employment Law for Attorneys and HR Professionals

Hannah A. Ard, (Live, via Webcast)
Lane Powell PC

Riley R. Moyer, (Live, via Webcast)
Lane Powell PC

8:45 Break

8:55 Introduction and Overview of Day One PDT

Karin D. Jones, (Live, via Webcast), Program Co-Chair
Stoel Rives LLP

Lawrence R. Cock, (Live, via Webcast), Program Co-Chair
Corr Cronin LLP

9:00 Labor Law Update

NLRB and PERC updates; major rule changes; important rules and decisions for non-union employers

Adam S. Belzberg
Stoel Rives LLP

9:45 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, pregnancy & parental leave under the WA PFML, the FMLA, leave as an accommodation under the ADA and WLAD, and the Washington Paid Sick Leave Law.

Kim Gunning
Focal PLLC

10:30 Break

10:45 Wage/Hour and Gig Economy Update

Case law update – Federal & Washington; administrative changes – US DOL & state legislature; COVID-19 challenges & risks – teleworking, expense reimbursement with remote working, return to work issues

Darren A. Feider
Sebris Busto James

11:30 The Push for Racial Equity

Recent topics on racial equity in the workplace; *Bostock v. Clayton County* and intersectional discrimination; diversity and equity trainings and anti-harassment policies; criminal background checks for job applicants

Munia Jabbar, (Live, via Webcast)
Frank Freed Subit & Thomas LLP

12:15 Midday Break

1:30 New Anti-SLAPP Statute

How it will impact litigation

Jesse Wing, (Live, via Webcast)
MacDonald Hoague & Bayless

2:00 Working from Home - A Panel Discussion

Workers compensation; use of technology; compensation and benefits; managing HR considerations

Lawrence R. Cock, (Live, via Webcast), Moderator
Corr Cronin LLP

Kevin Demone Rainge, (Live, via Webcast)
Multicare Health Systems

Steven R. Peltin, (Live, via Webcast)
Foster Garvey PC

3:00 Break

3:15 Alternative Dispute Resolution

Hon. John P. Erlick
Judicial Dispute Resolution LLC

4:00 Inclusion & Diversity in the Workplace

Fair treatment; equal access to opportunity; teamwork and collaboration; focus on innovation/creativity; organizational flexibility; conflict resolution processes; representation of diversity at all levels; diversity education/training

Aiko Bethea, (Live, via Webcast)
Principal & Founder
RARE Coaching & Consulting LLC

4:45 Adjourn

Labor & Employment Law Friday, August 20, 2021

9:00 Introduction and Overview of Day Two PDT

Karin D. Jones, (Live, via Webcast), Program Co-Chair
Stoel Rives LLP

Lawrence R. Cock, (Live, via Webcast), Program Co-Chair
Corr Cronin LLP

9:10 Public Employer's Perspective

Conducting workplace investigations & preparing for public record requests; what triggers due process protection; avoiding unconstitutional gifts of public funds; minimizing employment claims (handbook claims, whistleblower protections, first amendment protections); labor relations during the pandemic

Katheryn Bradley, (Live, via Webcast)
Lane Powell PC

Shirley S. Lou-Magnuson, (Live, via Webcast)
Lane Powell PC

10:00 When Religion and Employment Discrimination Laws Conflict

What happens when employers or employees claim that generally applicable workplace anti-discrimination laws conflict with their religious beliefs or practices? This presentation will survey recent federal and state court decisions considering the conflict and discuss possible future judicial and legislative developments.

Michael C. Subit, (Live, via Webcast)
Frank Freed Subit & Thomas LLP

10:45 Break

11:00 Ethical Considerations and Mediation

An interactive presentation based around hypothetical situations

Hon. Bruce Heller, (Live, via Webcast)
Judicial Dispute Resolution LLC

12:00 Midday Break

1:15 A Toolkit for the HR Professional

Documentation requirements; handbooks; benefits; employee or contractor?

Robert M. Howie
Fox Rothschild LLP

2:00 Non-Competes and Trade Secrets

Noncompetition law after RCW 49.62 and trade secret law in the employment context

Jack M. Lovejoy
Corr Cronin LLP

2:45 Break

3:00 Vaccine Considerations

What can employers require of their employees?

Karin D. Jones, (Live, via Webcast)
Stoel Rives LLP

3:45 Special Presentation - The State of Seattle

John McKay
Davis Wright Tremaine LLP

4:30 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, trust and estate litigation, securities, and injunctive relief.



Hon. John P. Erlick currently serves as a neutral for Judicial Dispute Resolution LLC with 40 years of experience as a trial judge and civil litigator. He spent nearly twenty years on the King County Superior Court bench, where he was highly regarded for his expertise in handling complex civil matters.



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.



Darren A. Feider, a shareholder with Sebris Busto James, focuses on general employment litigation. His work involves wrongful discharge and discrimination claims, the drafting of employment and consulting contracts, non-compete agreements and severance packages for both employees and employers.



Hannah A. Ard is counsel to Lane Powell PC. She is a litigator who dedicates her practice to representing public and private sector clients in employment, commercial and constitutional matters. She is a former member of the Department of Justice's Employment Discrimination Task Force.



Kim Gunning is an attorney at Focal PLLC whose practice focuses on commercial and complex litigation in trial and appellate courts. She handles business and partnership disputes, employment disputes, consumer class actions, and civil rights cases, including many cases of first impression.



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.



Hon. Bruce Heller currently serves as a neutral for Judicial Dispute Resolution LLC (JdR). Judge Heller was appointed to the King County Superior Court by Governor Chris Gregoire in 2007 and served for almost a decade. While on the bench, he was known for his expertise in handling complex civil matters.



Aiko Bethea, the principal/founder of RARE Coaching & Consulting, helps leaders and organizations remove barriers to inclusion. She is an award-winning and highly sought-after equity consultant who has successfully navigated leadership roles in government, philanthropic, nonprofit, and private sectors.



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. Bob counsels companies across an array of industries.



Kathryn Bradley is a shareholder at Lane Powell PC. She co-chairs the firm's Labor, Employment & Benefits Team and chairs the Wage & Hour Team. She is a management-side lawyer who has devoted her career to resolving workplace disputes faced by private and public employers.



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 in Washington, D.C. specializing in civil rights advocacy for racial and religious minorities.



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 municipalities, other public entities, corporations, financial institutions and school districts.



Michael C. Subit is a partner at Frank Freed Subit & Thomas LLP. For over 25 years, he has represented plaintiffs in employment and other civil rights cases. He also represents unions in labor matters. He has authored many articles on employment issues for national and regional legal publications.



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. He advises both employers and employees with an emphasis on high-level employee transitions, trade secret litigation, and securities arbitration.



Jesse Wing is an attorney with MacDonald Hoague & Bayless with more than 23 years of courtroom experience. He represents clients on issues including reinstatement to a job, halting a discriminatory eviction, enforcement of reasonable accommodations, or payment for wages or compensation owed.



John McKay is a partner at Davis Wright Tremaine LLP. He represents global/Fortune 500 companies and corporate executives. He is a former U.S. Attorney for the Western District of Washington and is on the faculty at Seattle University School of Law, teaching Constitutional Law and National Security Law.



Riley R. Moyer is an attorney at Lane Powell PC. He focuses on providing advice and counseling, as well as representing employers in state and federal employment litigation involving individual matters and class action claims. He also defends employers in arbitration and mediation.



Steven R. Peltin is a Principal in the Seattle office of Foster Garvey. He is a member of the firm's Labor, Employment & Immigration Group. He has more than 35 years of experience counseling and defending employers in connection with local, state and federal employment and labor laws.



Kevin Demone Rainge serves as in-house counsel for Multicare Health Systems. He has experience working in the IT, insurance and health care industries. He is skilled in Privacy, Artificial Intelligence, Employment Law, Legal Compliance, Contracts, Governmental Affairs, and Commercial Litigation.

Labor & Employment Law

Credits

WA MCLE

This course has been approved for 11.25 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 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 10.5 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.

The Seminar Group is an accredited sponsor with the Washington State Bar

OR CLE

This course has been approved by the Oregon State Bar for 11.0 general and 1.0 ethics CLE credits. (Live Credits for In Person Attendance & Webcast). This includes 0.75 general CLE credits for the optional session. Note that if you do not attend the optional session you will earn 10.25 general and 1.0 ethics CLE credits.

CA CLE

The Seminar Group is a State Bar of California approved MCLE provider; therefore, this course is approved for 11.5 general and 1.0 ethics CLE credits (Live Credits for In Person Attendance & Webcast). This includes 0.75 general CLE credits for the optional session. Note that if you do not attend the optional session you will earn 10.75 general and 1.0 ethics CLE credits.

ID CLE

This course has been approved by the Idaho State Bar for 11.0 general and 1.0 ethics CLE credits (Live Credits for In Person Attendance & Webcast). This includes 0.75 general CLE credits for the optional session. Note that if you do not attend the optional session you will earn 10.25 general and 1.0 ethics CLE credits. Self study is available for the On Demand. For other homestudy products you can self apply for self study credits.

HRCI

This program has been approved for 12.50 HR General recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®) (Live Credits for In Person Attendance & Webcast). Self-study credits can be applied for upon request.



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

SHRM-CPSM / SHRM-SCPSM

The Seminar Group is recognized by SHRM to offer SHRM-CP or SHRMSCP professional development credits (PDCs). This program is valid for 12.25 PDCs (Live Credits for In Person Attendance & Webcast). This includes 0.75 PDCs for the optional session. Note that if you do not attend the optional session you will earn 11.5 PDCs. For more information about certification or recertification, please visit shrmcertification.org. Self-study credits can be applied for upon request.



The Seminar Group is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. For more information about certification or recertification, please visit shrmcertification.org.

Location

Washington Athletic Club

1325 6th Avenue, Seattle, WA 98101
Phone: 206-622-7900

The seminar is located in the Crystal Ballroom. 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.

Fees

Live Seminar:

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| Attorney | \$799.00 |
| Government / Tribal / Non-Profit | \$699.00 |
| Other Professionals | \$699.00 |
| Student / Professor | \$599.00 |
| Day One | \$499.38 |
| Day Two | \$499.38 |

Live Webcast:

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|----------------------------------|----------|
| Attorney | \$799.00 |
| Government / Tribal / Non-Profit | \$699.00 |
| Other Professionals | \$699.00 |
| Student / Professor | \$599.00 |
| Day One | \$499.38 |
| Day Two | \$499.38 |

Pre Order On Demand:

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| All Sessions | \$799.00 |
| Single Session | \$99.00 |

Pre Order MP3 Download:

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| All Sessions | \$799.00 |
| Single Session | \$99.00 |

Pre Order DVD Homestudy:

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| All Sessions | \$899.00 |
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Pre Order CD Homestudy:

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| All Sessions | \$899.00 |
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Pre Order Materials Download:

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| All Sessions | \$229.00 |
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Pre Order Printed Materials:

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| All Sessions | \$259.00 |
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Go to our website to register: www.TheSeminarGroup.net or call our office at 206-463-4400. You can also contact us at info@theseminar.org or by mail to The Seminar Group, P.O. Box 523, Vashon, WA 90870.

CANCELLATION POLICY: We will refund your tuition, less a \$50 cancellation charge, if we receive your cancellation by 8/13/21. 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.

Register at

TSGregistration.net/6135