

Presented by Ogletree Deakins'

CALIFORNIA OFFICES

You're invited to an informative and educational briefing to address the latest labor and employment law topics impacting employers.

CHOOSE THE DATE AND LOCATION CONVENIENT FOR YOU:



ORANGE COUNTY – TUESDAY, APRIL 18

The Westin South Coast Plaza, Costa Mesa
686 Anton Boulevard
Costa Mesa, CA 92626 • (714) 540-2500



SAN DIEGO – THURSDAY, APRIL 20

Hyatt Regency La Jolla at Aventine
3777 La Jolla Village Drive
San Diego, CA 92122 • (858) 552-1234



SACRAMENTO – TUESDAY, APRIL 18

Sequoia at the Cannery
1601 Alhambra Boulevard, Suite 200
Sacramento, CA 95816 • (916) 247-7954



TIME

9:00 a.m. – 12:15 p.m. (Time for Los Angeles only)
(Registration and breakfast will begin at 8:00 a.m.)



LOS ANGELES – WEDNESDAY, APRIL 19

400 South Hope Street
11th Floor Conference Center
Los Angeles, CA 90071 • (213) 239-9800

8:30 – 11:45 a.m. (Time for all other locations)
(Registration and breakfast will begin at 7:45 a.m.)



SAN FRANCISCO – WEDNESDAY, APRIL 19

Hyatt Regency San Francisco
5 Embarcadero Center
San Francisco, CA 94111 • (415) 788-1234



COST

Complimentary
(A continental breakfast and program materials are included.)



REGISTRATION

Register online at www.ogletree.com or contact us at CAEvents@ogletree.com.
To request an accommodation for a disability, please email accessibility@ogletree.com
as soon as possible.

We have submitted this program to the HR Certification Institute and SHRM for review and are applying for California CLE credit.

AGENDA

Orange County • Sacramento • San Diego • San Francisco

- 7:45 – 8:30 a.m. **REGISTRATION AND BREAKFAST**
- 8:30 – 8:45 a.m. **INTRODUCTION**
- 8:45 – 9:30 a.m. **WAGE AND HOUR UPDATE**
Wage and hour lawsuits continue to relentlessly pound California employers. In 2023, businesses are facing claims regarding meal and rest periods, pay stubs, compensable hours, overtime rates, and numerous other compliance issues, as well as claims brought under the Private Attorneys General Act. A panel of seasoned defense attorneys will review the latest trends and offer strategies to avoid a visit to the courthouse.
Presenters: Christian J. Keeney (Orange County location)
Alexandra Asterlin and Paul M. Smith (Sacramento location)
Tim L. Johnson, Spencer C. Skeen, and Cameron J. Davila (San Diego location)
Douglas J. Farmer and Jared L. Palmer (San Francisco location)
- 9:30 – 10:15 a.m. **BEST PRACTICES—LEGALLY DEFENSIBLE PERFORMANCE MANAGEMENT**
Implementing proactive and effective performance management plays an important role in supporting employee discipline and discharge decisions. In this session, the speakers will address the legal significance of documenting employee disciplinary issues and terminations, strategies for carrying out decisions about employee discipline and terminations, and best practices for defending such decisions.
Presenters: Betsy Johnson and Sarah E. Christenson (Orange County location)
April A. Perkins and Haidy M. Rivera (Sacramento location)
Tracie L. Childs and Amy V. Bianchini (San Diego location)
Shannon R. Clawson and Katherine A. Manuel (San Francisco location)
- 10:15 – 10:30 a.m. **BREAK**
- 10:30 – 11:15 a.m. **CALIFORNIA WORKPLACE DISABILITY ACCOMMODATION**
California employers face a complicated set of legal mandates when employees request workplace accommodations. California law requires an employer that becomes aware of an employee's need for an accommodation due to a disability to engage in an interactive process with the employee to explore possible reasonable accommodations. How does an employer determine what is "reasonable"? Join this session for insights into best practices and common pitfalls associated with engaging in the interactive process and providing reasonable accommodations.
Presenters: Michael J. Sexton, Carlos Bacio, and Bryce Farrington (Orange County location)
Elizabeth Rhodes and Jill L. Schubert (Sacramento location)
Christopher W. Olmsted (San Diego location)
Charles L. Thompson, IV and Heidi G. Kim (San Francisco location)
- 11:15 – 11:45 a.m. **SUBSTANCE ABUSE POLICIES UNDER CALIFORNIA'S NEW MARIJUANA ANTI-DISCRIMINATION LAW**
Governor Gavin Newsom recently signed into law Assembly Bill 2188, which protects employees' off-duty use of marijuana. In this session, the speakers will discuss the new law and address the practical implications affecting substance abuse policies and employee drug testing.
Presenters: Vince M. Verde and Tara Mohseni (Orange County location)
Anthony J. DeCristoforo and Karen F. Tynan (Sacramento location)
Jennifer P. Suberlak and Alison K. Adelman (San Diego location)
Timothy L. Reed and Graham M. Helm (San Francisco location)
- 11:45 a.m. **CLOSING**

AGENDA

Los Angeles

- 8:00 – 9:00 a.m. **REGISTRATION AND BREAKFAST**
- 9:00 – 9:15 a.m. **INTRODUCTION**
- 9:15 – 10:00 a.m. **WAGE AND HOUR UPDATE**
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Presenters: Aaron H. Cole and Madeleine King Lee
- 10:00 – 10:45 a.m. **BEST PRACTICES—LEGALLY DEFENSIBLE PERFORMANCE MANAGEMENT**
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Presenters: Betsy Johnson and Sage S. Stone
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Presenters: Nicole R. McAtee and Isabella B. Urrea
- 11:45 a.m. – 12:15 p.m. **SUBSTANCE ABUSE POLICIES UNDER CALIFORNIA'S NEW MARIJUANA ANTI-DISCRIMINATION LAW**
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Presenters: Leslie E. Wallis and Chigoziri J. Ibechem
- 12:15 p.m. **CLOSING**