

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](http://www.ogletree.com), or contact us at [CAEvents@ogletree.com](mailto:CAEvents@ogletree.com).  
To request an accommodation for a disability, please email [accessibility@ogletree.com](mailto: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.
- 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.
- 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.
- 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.
- 11:45 a.m.              **CLOSING**

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## Los Angeles

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