

YOU'RE INVITED

Ogletree
Deakins

The California offices of
OGLETREE DEAKINS

present complimentary
EMPLOYMENT LAW BRIEFINGS

Informative and educational briefings to address the latest labor and employment law topics impacting California employers

Choose the date and location convenient for you:

SAN FRANCISCO – THURSDAY, APRIL 4, 2019

Parc 55
55 Cyril Magnin Street
San Francisco, CA 94102
(415) 392-8000

ORANGE COUNTY – THURSDAY, APRIL 11, 2019

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

LOS ANGELES – THURSDAY, APRIL 18, 2019

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

TIME FOR LOS ANGELES ONLY

9:00 a.m. – 12:15 p.m.
(Registration and breakfast will begin at 8:30 a.m.)

SACRAMENTO – THURSDAY, APRIL 18, 2019

Hyatt Regency Sacramento
1209 L Street
Sacramento, CA 95814
(916) 443-1234

SAN DIEGO – FRIDAY, APRIL 26, 2019

San Diego Marriott La Jolla
4240 La Jolla Village Drive
La Jolla, CA 92037
(858) 587-1414

COST

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

TIME FOR ALL OTHER LOCATIONS

8:30 a.m. – 11:45 a.m.
(Registration and breakfast will begin at 7:30 a.m.)

REGISTRATION

Register online at www.ogletree.com or contact Vicki Myers at (714) 800-7921 or CAEvents@ogletree.com.

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

AGENDA

San Francisco • Orange County • Sacramento • San Diego

7:30 – 8:30 a.m.

REGISTRATION AND BREAKFAST

8:30 – 9:30 a.m.

WHAT'S NEW IN CALIFORNIA IN 2019

California employment law continues to be a moving target. Each new year brings new challenges for companies doing business in the Golden State, and 2019 certainly has been no exception—with significant developments from the courts and the legislature in a number of critical areas. This session will update you on the latest changes, with a special focus on the practical ramifications for your organization.

Presenters: Brian D. Berry and Cara F. Barrick (San Francisco location)
Michael J. Sexton and Angela Pak (Orange County location)
Anthony J. DeCristoforo, Paul M. Smith, and Kelsey A. Webber (Sacramento location)
Spencer C. Skeen and Tim L. Johnson (San Diego location)

9:30 – 10:30 a.m.

DISCRIMINATION AND HARASSMENT IN THE #METOO ERA: COMPLYING WITH CALIFORNIA'S WEB OF PREVENTION REQUIREMENTS

California has long been at the forefront of discrimination and harassment law. In this overview of legal requirements and best practices, our experienced panel will cover new legislation that dramatically limits the chances of employers prevailing in harassment cases in California. The panel will discuss legally required content for your harassment and discrimination prevention policies, recent changes in training obligations, required distributions, and new rules governing settlement agreements. In addition, it will review new California Fair Pay Act legislation regarding responding to applicant salary range requests, as well as rules on employer policies restricting disclosure of pay.

Presenters: Douglas J. Farmer and Chambord V. Benton-Hayes (San Francisco location)
Hanna B. Raanan and Natalie Hernandez (Orange County location)
James T. Conley and Karen F. Tynan (Sacramento location)
Jennifer L. Santa Maria and Frank L. Tobin (San Diego location)

10:30 – 10:45 a.m.

BREAK

10:45 – 11:30 a.m.

BE REASONABLE! ANALYZING CALIFORNIA'S RELIGIOUS, DISABILITY, AND PREGNANCY ACCOMMODATION REQUIREMENTS

California law imposes unique requirements on employers to accommodate employees when religion, disability, and/or pregnancy limit their ability to perform certain job duties. Our panel will explain these requirements (and how they differ from federal standards) and what's considered to be "reasonable." It will also examine who decides what's reasonable, as well as what lies ahead in this area of increasing risk (and litigation) for employers with workers in California. The panel will conclude with specific strategies for meeting these expectations while still running your business.

Presenters: Michael N. Westheimer and Charles L. Thompson, IV (San Francisco location)
Candace Gomez Harrison and Faheem A. Tukhi (Orange County location)
Michael J. Nader, Daniel E. Richardson, and Jill L. Schubert (Sacramento location)
Christopher W. Olmsted and Tracie L. Childs (San Diego location)

11:30 – 11:45 a.m.

CLOSING REMARKS

AGENDA

Los Angeles

8:30 – 9:00 a.m.

REGISTRATION AND BREAKFAST

9:00 – 10:00 a.m.

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Presenters: Christopher W. Decker and Michael D. Thomas

10:00 – 11:00 a.m.

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Presenters: Betsy Johnson, Linda Claxton, and Laura D. Heckathorn

11:00 – 11:15 a.m.

BREAK

11:15 a.m. – Noon

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Presenters: David Raizman, Leslie E. Wallis, and Alexandra C. Aurisch

Noon – 12:15 p.m.

CLOSING REMARKS