

Presented by  
Ogletree Deakins'  
**CALIFORNIA OFFICES**

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

**CHOOSE THE DATE AND LOCATION CONVENIENT FOR YOU:**



**ORANGE COUNTY – TUESDAY, APRIL 15**

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

**FRESNO – WEDNESDAY, APRIL 16**

Hotel Piccadilly  
2305 West Shaw Avenue  
Fresno, CA 93711 • (559) 348-5520

**SACRAMENTO – WEDNESDAY, APRIL 16**

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

**LOS ANGELES – THURSDAY, APRIL 17**

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

**SAN DIEGO – THURSDAY, APRIL 17**

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

**SAN FRANCISCO – THURSDAY, APRIL 17**

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



**TIME**

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

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



**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 • FRESNO • SACRAMENTO • SAN DIEGO • SAN FRANCISCO

7:45 – 8:30 a.m.

## REGISTRATION AND BREAKFAST

8:30 – 9:15 a.m.

## THE LATEST, GREATEST, AND NOT SO GREAT: AN UPDATE ON CALIFORNIA WAGE AND HOUR CLASS AND PAGA ACTIONS

In July 2024, the California legislature passed significant reforms to the Private Attorneys General Act (PAGA), providing new ways for California employers to substantially reduce or eliminate their PAGA penalty liabilities. In this session, the speakers will discuss the details of the reform law and outline practical steps that employers can take to mitigate the risks associated with PAGA liability. The speakers will also cover the most recent and important developments in California wage and hour class action law.

*Presenters:* Briana N. LaBriola and Hailey A. Tull (Orange County)  
James D. Miller and Taylor R. Ealand (Fresno)  
Michael J. Nader and George J. Theofanis (Sacramento)  
Tim L. Johnson and Jesse C. Ferrantella (San Diego)  
Thomas M. McInerney and Richard H. Rahm (San Francisco)

9:15 – 10:00 a.m.

## CALIFORNIA GRAPPLES WITH AI AND PRIVACY REGULATION: WHAT'S THE LATEST?

Artificial intelligence (AI) isn't just knocking at the door of legal and HR departments; it's already rewriting the employee handbook. From AI-driven recruitment to monitoring employee productivity and utilizing generative AI, the future of work is increasingly powered by AI. The speakers will discuss examples of these groundbreaking tools, explore California's evolving legislation on privacy and AI, and provide practical insights on how to balance innovation with legal risks in the workplace.

*Presenters:* James D. Miller and Omar F. Hassan (Orange County)  
James D. Miller and Taylor R. Ealand (Fresno)  
Paul M. Smith and Haidy M. Rivera (Sacramento)  
Patty Shapiro and Christopher W. Olmsted (San Diego)  
Danielle Ochs and Graham M. Helm (San Francisco)

10:00 – 10:15 a.m.

## BREAK

10:15 – 11:00 a.m.

## WHERE DID EVERYONE GO? KEEPING UP WITH CALIFORNIA LEAVES OF ABSENCE

Navigating California's leaves of absence can be perplexing. In this interactive session, the speakers will use real-life scenarios to highlight complex California leaves of absence issues and provide effective strategies to navigate them. Topics will include how to evaluate requests for what may seem like an indefinite leave, the complex interplay of California's Fair Employment and Housing Act, the California Family Rights Act, Pregnancy Disability Leave, the Family and Medical Leave Act, and workers' compensation, as well as tips for handling employee separations when a leave request creates an undue hardship.

*Presenters:* Candace M. Gomez (Orange County)  
Ryan W. Porte and Timothy D. Hastie (Fresno)  
Eric F. Della Santa and Brittany M. Johnson (Sacramento)  
Jennifer L. Santa Maria and Eric M. Fox (San Diego)  
Charles L. Thompson, IV and Lisa C. Hamasaki (San Francisco)

11:00 – 11:45 a.m.

## AVOIDING COSTLY CLAIMS FOR MISCLASSIFICATION: A PRACTICAL APPROACH TO AUDITS

California's requirements for classifying independent contractors and employees present unique challenges for businesses, especially with the rise of a remote workforce. This session will address the most common misclassification issues that employers encounter, as well as the significant litigation risks associated with these issues. The speakers will offer recommendations for effectively conducting and completing audits, provide practical tips for managing a multistate workforce, and highlight common pitfalls to avoid during the audit process.

*Presenters:* Ryan H. Crosner and Jamie L. Hagerott (Orange County)  
Kevin B. Piercy and Paula C. Clark (Fresno)  
Alexandra Asterlin and Alyssa C. Malinoski (Sacramento)  
Spencer C. Skeen and Frank L. Tobin (San Diego)  
Shannon R. Clawson and Marc A. Koonin (San Francisco)

11:45 a.m.

## CLOSING

## LOS ANGELES

8:30 – 9:00 a.m.

### REGISTRATION AND BREAKFAST

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*Presenters:* Christopher W. Decker and Daniel N. Rojas

9:45 – 10:30 a.m.

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*Presenters:* Evan R. Moses and Kari J. Van Sinden

10:30 – 10:45 a.m.

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*Presenters:* Leslie E. Wallis and Carmen M. Aguado

11:30 – 12:15 p.m.

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*Presenters:* Robert R. Roginson and S. Nadine Agharezaei

12:15 p.m.

### CLOSING