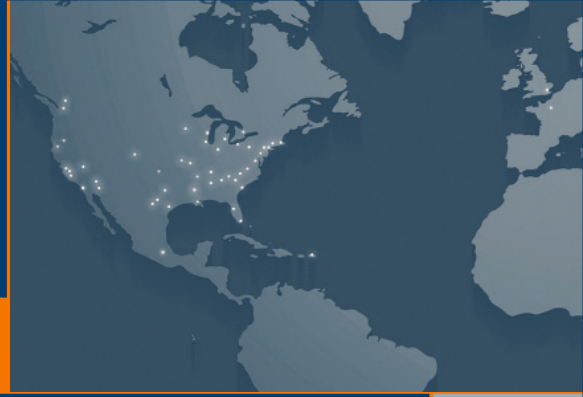




Ogletree  
Deakins



SEATTLE

The Seattle office of  
**OGLETREE DEAKINS**

presents  
**MANAGING A WORKFORCE  
IN 2020**

An informative and educational seminar to  
address the latest labor and employment  
law topics impacting Washington employers

**You're  
Invited**  
**October 16, 2019**

**LOCATION**

Hyatt at Olive 8  
1635 8th Avenue  
Seattle, WA 98101  
(206) 695-1234

**DATE AND TIME**

Wednesday, October 16, 2019  
8:00 a.m. – 11:30 a.m.  
(Registration and breakfast will begin at 7:30 a.m.)

**COST**

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

Join us for an entertaining and informative program on topics such as strategies for complying with Washington's new law on noncompete agreements, the intersection of employer-sponsored leave benefits and Washington's paid sick leave law, workplace investigation best practices, and interactive performance-management scenarios.

**REGISTRATION**

Register online at [www.ogletree.com](http://www.ogletree.com) or contact Meredith Taylor at  
(206) 876-5305 or [meredith.taylor@ogletree.com](mailto:meredith.taylor@ogletree.com).

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

# AGENDA

7:30 – 8:00 a.m. **REGISTRATION AND BREAKFAST**

8:00 – 8:05 a.m. **WELCOME AND INTRODUCTION**

*Anthony B. Byergo, Office Managing Shareholder*

8:05 – 9:00 a.m. **NAVIGATING THE SEA OF SICK AND SAFE LEAVE LAWS, AND UNDERSTANDING THEIR INTERACTION WITH EMPLOYER-PROVIDED LEAVE BENEFITS**

Washington state and local governments are enacting an increasing number of legally-mandated sick and other leave benefits for employees. Yet many employers already provide generous leave benefits. Because of these legislative efforts, managing leave issues has become vastly more complicated. In this session, we will provide guidance on the latest Washington requirements for paid and job-protected leave, as well as share tips on how best to manage the interaction between these leave requirements. Adam Pankratz, a shareholder in our Seattle office, will explore the employment law compliance issues raised by these various leave mandates. Jason Rothman, a shareholder in our Cleveland office, will share his insights about the interaction of these leave benefits with benefit planning compliance issues, as well as best practices for complying with these new mandates.

*Presenters:* Adam T. Pankratz and Jason A. Rothman

9:00 – 9:50 a.m. **EYE ON WORKPLACE INVESTIGATIONS: KEY STRATEGIES AND BEST PRACTICES**

When employees complain about purported discrimination or certain other issues in the workplace, employers must promptly and effectively investigate those complaints. Unfortunately, too many employers are not adequately prepared to do so. Each workplace investigation should be unique, but there are fundamental steps that are necessary in all workplace investigations. Brenda Bannon, of counsel in our Seattle office, has first-chaired dozens of jury trials and has conducted many workplace investigations for employers of all sizes. She will share insights to help you conduct investigations that are efficient, demonstrate appropriate due diligence, and incorporate best practices.

*Presenter:* Brenda L. Bannon

9:50 – 10:05 a.m. **BREAK**

10:05 – 10:35 a.m. **NAVIGATING THE LEGISLATIVE LANDSCAPE: AN UPDATE FOR WASHINGTON EMPLOYERS**

Although there are no new employment statutes from the federal government, the Washington State Legislature has created a host of new workplace laws that bolster employee rights and/or limit employer rights. Our speakers will bring you up-to-date on each of these new laws, including those that create substantial new restrictions on noncompetition agreements, require broader accommodations for working mothers, and effectively ban employers from inquiring about applicants' salary histories.

*Presenters:* Jaime N. Cole and Kyle D. Nelson

10:35 – 11:30 a.m. **EMPLOYEE COUNSELING AND CORRECTIVE ACTION WORKSHOP**

Seattle shareholders Tony Byergo and Larry Shapero have compiled a list of employee counseling and corrective action scenarios for discussion. Please join us for a fun and informative session that will help you rethink and improve your own workplace counseling and corrective action practices.

*Presenters:* Anthony B. Byergo and Laurence A. Shapero