

MANAGING A WORKFORCE IN 2023

presented by
**OGLETREE DEAKINS'
SEATTLE, WA
OFFICE**

You're Invited

October 4-6, 2022

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



DATES AND TIMES

Tuesday, October 4, 2022 (**virtual**)
11:00 a.m. – Noon PT

Wednesday, October 5, 2022 (**virtual**)
11:00 a.m. – Noon PT

Thursday, October 6, 2022 (**in person**)
3:00 – 4:30 p.m. Presentation
4:30 – 6:00 p.m. Cocktail reception



LOCATION—OCTOBER 6 ONLY

Pike Brewing Company
1415 First Avenue
Seattle, WA 98101
(206) 622-6044



COST

Complimentary



REGISTRATION

Register online at www.ogletree.com or contact Meredith Taylor at (206) 876-5305 or meredith.taylor@ogletree.com.

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



TOPICS

TUESDAY, OCTOBER 4, 2022

2023 WASHINGTON LAW UPDATES AND REMINDERS

The Washington legislature and state agencies have had a busy year. In this webinar, the speakers will cover what is new on the employment law landscape, including new requirements under the Equal Pay and Opportunities Act, developments related to the Silenced No More Act, and minimum wage and salary threshold changes, as well as updated information regarding overtime for certain workers, Seattle's independent contractor requirements, Washington's Paid Family and Medical Leave, and the state's long-term care insurance program. The speakers will also provide reminders about the ever-growing importance of diversity, equity, and inclusion initiatives in the workplace, offer tips on guarding against complacency when it comes to the Washington Law Against Discrimination, and cover best practices for conducting workplace investigations.

Presenters: Brenda L. Bannon and Kathryn P. Fletcher

WEDNESDAY, OCTOBER 5, 2022

WORKPLACE SAFETY FOR WASHINGTON EMPLOYERS

Across the United States, Washington is second only to California in the average number of workplace safety investigations and violations issued each year. In this webinar, the speakers will discuss some of the most common safety citations; regulatory updates regarding COVID-19, heat illness, and wildfire smoke; and notable decisions from the Washington Supreme Court affecting the workplace safety landscape in the Evergreen State. The speakers will also provide practical tips for employers navigating Washington's expanding body of safety regulations and heightened enforcement efforts.

Presenters: Karen F. Tynan and Emma A. Healey

THURSDAY, OCTOBER 6, 2022

NONCOMPETE, NONSOLICIT, AND CONFIDENTIALITY AGREEMENTS ARE NOT ENOUGH!

Many employers ask their employees to sign noncompete agreements or nondisclosure agreements, and then think they have fully protected themselves against unfair competition and theft of confidential information. But agreements are just one piece of the puzzle, and they do not work well unless the other puzzle pieces are in place. This session will review the steps employers should consider taking to maximize the enforceability of their noncompete and nondisclosure agreements, to prevail in lawsuits against former employees, and to protect themselves from unfair competition and theft of trade secrets.

Presenter: Laurence A. Shapero

TOP WASHINGTON EMPLOYMENT LAW ISSUES KEEPING HR PROFESSIONALS AND IN-HOUSE COUNSEL UP AT NIGHT

Whether because of recent court rulings, changes to employment laws and administrative policies, or new requirements or limits placed on employers, employees continue to find fertile ground to make claims. This session will focus on the top issues keeping HR professionals and in-house counsel up at night as they work tirelessly to ensure compliance across their organizations and prepare for what's next. This session will also provide practical examples of the types of claims being brought by employees, and tips to avoid and deal with these claims.

Presenter: Adam T. Pankratz