

# MANAGING A WORKFORCE IN 2024

presented by  
**OGLETREE DEAKINS'  
CALIFORNIA  
OFFICES**

An informative seminar to address new laws for 2024 and other recent labor and employment law topics impacting employers



## CHOOSE THE DATE AND LOCATION MOST CONVENIENT FOR YOU

### **SAN DIEGO – THURSDAY, OCTOBER 19, 2023**

Hyatt Regency La Jolla at Aventine  
3777 La Jolla Village Drive  
San Diego, CA 92122  
(858) 552-1234

### **ORANGE COUNTY – MONDAY, OCTOBER 23, 2023**

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

### **SAN FRANCISCO – TUESDAY, OCTOBER 24, 2023**

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

### **LOS ANGELES – WEDNESDAY, OCTOBER 25, 2023**

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

### **SACRAMENTO – THURSDAY, OCTOBER 26, 2023**

Sequoia at the Cannery  
1601 Alhambra Boulevard, Suite 200  
Sacramento, CA 95816  
(916) 623-4201



### **COST**

Complimentary  
(A breakfast and lunch are included.)

### **TIMES FOR ALL LOCATIONS**

8:15 a.m. – 12:30 p.m.  
(Registration and breakfast will begin at 7:45 a.m.)



### **REGISTRATION**

Register online at [www.ogletree.com](http://www.ogletree.com) or email [CAEvents@ogletree.com](mailto:CAEvents@ogletree.com).

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



# AGENDA

7:45 – 8:15 a.m.      **REGISTRATION AND BREAKFAST**

8:15 – 8:30 a.m.      **WELCOME AND INTRODUCTION**

8:30 – 9:00 a.m.      **CALIFORNIA LEGISLATIVE AND REGULATORY UPDATE**

In this session, the speakers will review the key legislative and regulatory developments of 2023, including new background check requirements, antidiscrimination protections, and noncompete prohibitions, as well as initiatives to increase the number of paid sick days California employers must offer employees, expand rehiring rights, and implement enhanced workplace safety and health standards. The speakers will provide tips for updating company policies and practices, and address what California employers should be preparing for in 2024 and beyond.

*Presenters:*      Christopher W. Olmsted and Jennifer P. Suberlak (San Diego location)  
Michael J. Sexton and Nicole A. Naleway (Orange County location)  
Michael D. Wilson, Jr., and Allison J. Fernandez (San Francisco location)  
Nicole R. McAtee and Chigoziri J. Ibechem (Los Angeles location)  
Theodore G. Lee and Paul M. Smith (Sacramento location)

9:00 – 9:45 a.m.      **CALIFORNIA CASE LAW UPDATE**

In 2023, California courts rendered several significant decisions affecting employers doing business in the Golden State. This session will highlight the key decisions of the past year—including the Supreme Court of California's decisions allowing non-individual Private Attorneys General Act (PAGA) claims to proceed after individual claims are sent to arbitration and extending anti-retaliation protections for whistleblowers. The speakers will address how and whether employers should adjust their practices and policies in light of these rulings.

*Presenters:*      Amy V. Bianchini and Cameron O. Flynn (San Diego location)  
Vince M. Verde, Carlos Bacio, and Tara Mohseni (Orange County location)  
Douglas J. Farmer and Katherine A. Manuel (San Francisco location)  
Stuart D. Tochner and Emily K. Harvin (Los Angeles location)  
Elizabeth Rhodes and Haidy M. Rivera (Sacramento location)

9:45 – 10:30 a.m.      **MANAGING MENTAL HEALTH- AND NEURODIVERSITY-RELATED ACCOMMODATION REQUESTS**

California law requires employers to provide reasonable accommodation for employees with disabilities related to mental and emotional health and/or neurodiversity. Employers often struggle to identify reasonable accommodations for such disabilities, and they may lack clarity with regard to how to address issues such as employee attendance, performance, and behavior. In this session, the speakers will share strategies for meeting accommodation obligations while successfully managing employees.

*Presenters:*      Tracie L. Childs and Alison K. Adelman (San Diego location)  
Candace M. Gomez, Natalie Hernandez, and Sarah E. Christenson  
(Orange County location)  
Timothy L. Reed and Shannon R. Clawson (San Francisco location)  
Betsy Johnson and Leslie E. Wallis (Los Angeles location)  
Eric E. Suits and Brittany M. Johnson (Sacramento location)

10:30 – 10:45 a.m.      **BREAK**

# AGENDA

10:45 – 11:15 a.m.

## **IMMIGRATION IN FOCUS: I-9 COMPLIANCE AND TRENDS**

U.S. Citizenship and Immigration Services (USCIS) recently published a revised Form I-9 and announced a final rule establishing an optional remote employment verification procedure for certain employers. The speakers will discuss these developments and best practices for I-9 compliance, as well as cover some frequently asked questions in this area. The speakers will also address current hot topics in employment-based immigration, as well as strategies and corporate policy considerations for navigating the changing economic landscape.

*Presenters:* Amanda M. Mullane (San Diego and Orange County locations)  
Yvonne Toy and Karla J. Bacayan (San Francisco and Sacramento locations)  
Claudia P. Martorell (Los Angeles location)

11:15 a.m. – Noon

## **TIME IS MONEY: A WAGE AND HOUR UPDATE**

In 2023, there has been no shortage of wage and hour lawsuits filed against California employers. Businesses continue to face claims regarding meal and rest periods, pay stubs, compensable hours, overtime rates, and challenges to arbitration agreements, as well as claims brought under PAGA. In this session, the speakers will review the latest trends and offer strategies to avoid a visit to the courthouse.

*Presenters:* Jesse C. Ferrantella and Spencer C. Skeen (San Diego location)  
Paloma P. Peracchio and Mitchell A. Wrosch (Orange County location)  
Jared L. Palmer and Michael N. Westheimer (San Francisco location)  
Alexander (Zander) Chemers and Daniel N. Rojas (Los Angeles location)  
Alexandra Asterlin and George J. Theofanis (Sacramento location)

Noon – 12:30 p.m.

## **VIOLENCE IN THE WORKPLACE**

California is taking the lead in workplace violence prevention with Senate Bill No. 553 and the California Division of Occupational Safety and Health's (Cal/OSHA) efforts to require workplace violence prevention plans and worksite measures. California employers can anticipate and address these new standards under their Injury and Illness Prevention Programs. In this session, the speakers will review current requirements as well as best practices for California employers to design policies and procedures to tackle workplace violence risks.

*Presenters:* Christopher W. Olmsted and Jennifer P. Suberlak (San Diego location)  
Kevin D. Bland (Orange County location)  
Charles L. Thompson, IV and Graham M. Helm (San Francisco location)  
Nicole A. Naleway (Los Angeles location)  
Karen F. Tynan and Robert C. Rodriguez (Sacramento location)

12:30 p.m.

## **NETWORKING LUNCH**

Conclude the seminar with a luncheon where you can interact with your peers and Ogletree Deakins attorneys.