

Presented by Ogletree Deakins'

CALIFORNIA OFFICES

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



TOPICS

- There's No Vaccine for Harassment, Discrimination, and Retaliation Claims
- The Devil Is in the Details: Little Is Regular About the "Regular Rate"
- An Employer's Proactive Defense: Conducting Compliance Audits
- COVID-19 in 2022: Strategies for California Employers



DATE

Wednesday, April 20, 2022



TIME

8:30 – 11:30 a.m. Pacific



COST

Complimentary



LOCATION

Virtual (Zoom)



REGISTRATION

Register online at www.ogletree.com, or by email at CAEvents@ogletree.com. To request an accommodation for a disability, please email 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

8:30 – 9:15 a.m.

THERE'S NO VACCINE FOR HARASSMENT, DISCRIMINATION, AND RETALIATION CLAIMS

We have learned many things during the pandemic, one of which is that even if employees are working remotely, harassment, discrimination, and retaliation claims don't just go away. Rather, like COVID-19, there are new variants that cause new headaches for employers. This session will analyze recent litigation trends, developing theories of liability, and strategies for minimizing risk.

Presenters: Cara F. Barrick (San Francisco)
Hardy R. Murphy (Los Angeles)
Jack S. Sholkoff (Los Angeles)

9:15 – 10:00 a.m.

THE DEVIL IS IN THE DETAILS: LITTLE IS REGULAR ABOUT THE "REGULAR RATE"

In California, the "regular rate" is used to calculate overtime pay, paid sick leave, and meal and rest period penalties. But what is the "regular rate" and how is it calculated? Frequently this is more complicated than employers expect. This is especially true when incentive pay, commissions, and bonuses are involved or when workers are paid multiple rates. And recently the courts have only made this calculation even more difficult—while escalating the liability risks. The panel will walk you through various regular rate scenarios and provide details on what information must be reported on employees' itemized wage statements.

Presenters: Alexander M. Chemers (Los Angeles)
Tracie L. Childs (San Diego)

10:00 – 10:45 a.m.

AN EMPLOYER'S PROACTIVE DEFENSE: CONDUCTING COMPLIANCE AUDITS

California's many technical employment law compliance mandates, combined with the ever-present threat of litigation, necessitate periodic compliance reviews. But many employers don't even know where to start. This session will provide a list of the most important California audit topics, including wage and hour, anti-discrimination, and more. The panel will also share their recommended methodologies for successfully completing the audit, along with common problems and pitfalls to avoid during the audit process.

Presenters: Linda Claxton (Los Angeles)
Christopher W. Olmsted (San Diego)

10:45 – 11:30 a.m.

COVID-19 IN 2022: STRATEGIES FOR CALIFORNIA EMPLOYERS

During this fast-paced session, attorneys with extensive knowledge in the areas of COVID-19 and workplace safety in California will discuss California's current employer pandemic obligations. The panel will discuss California peculiarities in complying with federal COVID-19 mandates for federal contractors and other employers, California's approach to vaccine exemptions, county and city-specific COVID-19 requirements, COVID-19 testing and booster shots in the Golden State, and state benefits available to California employees.

Presenters: Martha I. Casillas (Orange County)
Charles L. Thompson, IV (San Francisco)
Leslie E. Wallis (Los Angeles)