

24th Annual

# Labor & Employment Law Conference



THE SEMINAR GROUP

Aug. 19 & 20, 2021

WASHINGTON ATHLETIC CLUB

Seattle, WA

## ACCREDITATION

### WA MCLE

11.25 Law / Legal &  
1.0 Ethics Credits

### OR CLE

11.0 General & 1.0 Ethics Credits

### CA CLE

11.5 General & 1.0 Ethics Credits

### ID CLE

11.25 General &  
1.0 Ethics Credits - pending

### HRCI

Submitted For Review

### SHRM-CPSM / SHRM-SCPSM

12.25 PDCs



The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.



The Seminar Group is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM.

For more information about certification or recertification, please visit [shrmcertification.org](http://shrmcertification.org).

## Why You Should Attend:

*With the COVID-19 pandemic continuing to substantially impact businesses and their employment decisions, the timing couldn't be better to brush up on Labor and Employment laws and recent legislative and judicial developments.*

*We will delve into wage and hour issues, leave law, the gig economy, sexual harassment, and racial justice. We will examine developments in labor law and non-competition covenants. This year's program will also offer discussions relevant to the COVID-19 crisis, including vaccination issues and managing employees who work from home (or do they live at work?).*

*Join us for a two-day seminar on the latest Labor and Employment law trends and updates, presented by some of Washington's top practitioners in the field.*

## WHO SHOULD ATTEND

Attorneys/Legal Staff  
Human Resource Professionals  
CEOs  
Personnel Directors  
Public/Private Sector Employers



## Program Co-Chairs:



Lawrence R. Cock  
Corr Cronin LLP



Karin D. Jones  
Stoel Rives LLP

## REGISTER NOW

[TSGregistration.net/6135](https://www.tsgregistration.net/6135)

206-463-4400

[Info@TheSeminarGroup.net](mailto:Info@TheSeminarGroup.net)

PO Box 523, Vashon, WA 98070



Available Via:  
Live Webcast

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August 19, 2021

August 20, 2021

**8:00 Optional Session - Introduction to Labor and Employment Law for Attorneys and HR Professionals**

Including proportionality in employment settings; inappropriate comments

**Hannah A. Ard and Riley R. Moyer**  
*Lane Powell PC*

**8:45 Break****8:55 Introduction and Overview of Day One**

**Karin D. Jones, Program Co-Chair**  
*Stoel Rives LLP*

**Lawrence R. Cock, Program Co-Chair**  
*Corr Cronin LLP*

**9:00 Labor Law Update**

NLRB and PERC updates; major rule changes; important rules and decisions for non-union employers

**Adam S. Belzberg**  
*Stoel Rives LLP*

**9:45 Leave Law Update**

Practical tips for advising clients on leave obligations and rights of employees who need time off for reasons including non-COVID related health issues, caregiving, pregnancy & parental leave under the WA PFML, the FMLA, leave as an accommodation under the ADA and WLAD, and the Washington Paid Sick Leave Law.

**Kim Gunning**  
*Focal PLLC*

**10:30 Break****10:45 Wage/Hour and Gig Economy Update**

Case law update – Federal & Washington; administrative changes – US DOL & state legislature; COVID-19 challenges & risks – teleworking, expense reimbursement with remote working, return to work issues

**Darren A. Feider**  
*Sebris Busto James*

**11:30 The Push for Racial Equity**

Washington laws against discrimination; accommodation

**Munia Jabbar**  
*Frank Freed Subit & Thomas LLP*

**12:15 Midday Break****1:30 Working from Home - A Panel Discussion**

Workers compensation; use of technology; compensation and benefits; managing HR considerations

**Lawrence R. Cock, Moderator**  
*Corr Cronin LLP*

**Kevin Demone Rainge**  
*Multicare Health Systems*

**Steven R. Peltin**  
*Foster Garvey PC*

**3:00 Break****3:15 Alternative Dispute Resolution**

**Hon. John P. Erlick**  
*Judicial Dispute Resolution LLC*

**4:00 Ethical Considerations and Mediation**

An interactive presentation based around hypothetical situations

**Hon. Bruce Heller**  
*Judicial Dispute Resolution LLC*

**5:00 Adjourn****9:00 Introduction and Overview of Day Two**

**Karin D. Jones, Program Co-Chair**  
*Stoel Rives LLP*

**Lawrence R. Cock, Program Co-Chair**  
*Corr Cronin LLP*

**9:10 Public Employer's Perspective**

Conducting workplace investigations & preparing for public record requests; what triggers due process protection; avoiding unconstitutional gifts of public funds; minimizing employment claims (handbook claims, whistleblower protections, first amendment protections); labor relations during the pandemic

**Katheryn Bradley**  
*Lane Powell PC*

**Shirley S. Lou-Magnuson**  
*Lane Powell PC*

**10:00 When Religion and Employment Discrimination Laws Conflict**

What happens when employers or employees claim that generally applicable workplace anti-discrimination laws conflict with their religious beliefs or practices? This presentation will survey recent federal and state court decisions considering the conflict and discuss possible future judicial and legislative developments.

**Michael C. Subit**  
*Frank Freed Subit & Thomas LLP*

**10:45 Break****11:00 Inclusion & Diversity in the Workplace**

Fair treatment; equal access to opportunity; teamwork and collaboration; focus on innovation/creativity; organizational flexibility; conflict resolution processes; representation of diversity at all levels; diversity education/training

**Aiko Bethea, Principal & Founder**  
*RARE Coaching & Consulting LLC*

**11:45 Midday Break****1:00 A Toolkit for the HR Professional**

Documentation requirements; handbooks; benefits; employee or contractor?

**Robert M. Howie**  
*Fox Rothschild LLP*

**1:45 Non-Competes and Trade Secrets**

Noncompetition law after RCW 49.62 and trade secret law in the employment context

**Jack M. Lovejoy**  
*Corr Cronin LLP*

**2:30 Break****2:45 Vaccine Considerations**

What can employers require of their employees?

**Karin D. Jones**  
*Stoel Rives LLP*

**3:30 Special Presentation - The State of Seattle**

**Mayor Jenny Durkan**  
*City of Seattle*

**4:15 Adjourn****GROUP RATES**

*\*See our website  
for rates that qualify*

*2-4 Attendees - 5% Off*

*5-9 Attendees - 15% Off*

*10+ Attendees - 30% Off*



# Faculty ~ Conference Information



## 24th Annual Labor & Employment Law Conference



**Lawrence R. Cock**, Program Co-Chair, is Of Counsel to Corr Cronin LLP. With more than 25 years of trial and appellate experience, he emphasizes advice and litigation involving the Uniform Trade Secrets Act, noncompetition covenants, trust and estate litigation, securities, and injunctive relief.

**Karin D. Jones**, Program Co-Chair, is a partner in the Labor and Employment group of Stoel Rives LLP. She provides practical advice to employers regarding a wide variety of workplace and personnel issues and helping employers minimize the risk and impact of workplace problems.



**Hannah A. Ard** is counsel to Lane Powell PC. She is a litigator who dedicates her practice to representing public and private sector clients in employment, commercial and constitutional matters. She is a former member of the Department of Justice's Employment Discrimination Task Force.

**Adam S. Belzberg** is a partner at Stoel Rives LLP. He represents and advises employers, from small businesses to international corporations, in all aspects of labor and employment law. He has particular experience representing employers in the agriculture, construction, and energy industries.



**Aiko Bethea** the principal/founder of RARE Coaching & Consulting, helps leaders and organizations remove barriers to inclusion. She is an award-winning and highly sought-after equity consultant who has successfully navigated leadership roles in government, philanthropic, nonprofit, and private sectors.

**Katheryn Bradley** is a shareholder at Lane Powell PC. She co-chairs the firm's Labor, Employment & Benefits Team and chairs the Wage & Hour Team. She is a management-side lawyer who has devoted her career to resolving workplace disputes faced by private and public employers.



**Jenny A. Durkan** is the 56th Mayor of Seattle and the first woman to lead the City in nearly a century. She entered office on November 28, 2017, with the challenge of making Seattle affordable and inclusive for all. She is focused on the housing affordability crisis and helping those experiencing homelessness.

**Hon. John P. Erlick** currently serves as a neutral for Judicial Dispute Resolution LLC with 40 years of experience as a trial judge and civil litigator. He spent nearly twenty years on the King County Superior Court bench, where he was highly regarded for his expertise in handling complex civil matters.



**Darren A. Feider**, a shareholder with Sebris Busto James, focuses on general employment litigation. His work involves wrongful discharge and discrimination claims, the drafting of employment and consulting contracts, non-compete agreements and severance packages for both employees and employers.

**Kim Gunning** is an attorney at Focal PLLC whose practice focuses on commercial and complex litigation in trial and appellate courts. She handles business and partnership disputes, employment disputes, consumer class actions, and civil rights cases, including many cases of first impression.



**Hon. Bruce Heller** currently serves as a neutral for Judicial Dispute Resolution LLC (JdR). Judge Heller was appointed to the King County Superior Court by Governor Chris Gregoire in 2007 and served for almost a decade. While on the bench, he was known for his expertise in handling complex civil matters.

**Robert M. Howie** is a partner at Fox Rothschild LLP. He advises regional and national companies on compliance with employment laws at every level, internal policy issues, and delivers memorable training programs for employers and business leaders. Bob counsels companies across an array of industries.



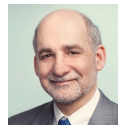
**Munia Jabbar** is an attorney at Frank Freed Subit & Thomas LLP. She helps clients resolve legal conflicts with social, cultural, and interpersonal dynamics of complex workplace situations. She previously worked in Washington, D.C. specializing in civil rights advocacy for racial and religious minorities.

**Shirley S. Lou-Magnuson** is an attorney at Lane Powell PC. She is an experienced litigator who dedicates her practice to defending public and private entities from civil and regulatory liability. She regularly represents municipalities, other public entities, corporations, financial institutions and school districts.



**Jack M. Lovejoy** is Of Counsel to Corr Cronin LLP. He is a litigator and trial lawyer, having tried cases in state and federal court, as well as in private arbitration. He advises both employers and employees with an emphasis on high-level employee transitions, trade secret litigation, and securities arbitration.

**Riley R. Moyer** is an attorney at Lane Powell PC. He focuses on providing advice and counseling, as well as representing employers in state and federal employment litigation involving individual matters and class action claims. He also defends employers in arbitration and mediation.



**Steven R. Peltin** is a principal in the Seattle office of Foster Garvey. He is a member of the firm's Labor, Employment & Immigration Group. He has more than 35 years of experience counseling and defending employers in connection with local, state and federal employment and labor laws.

**Kevin Demone Rainge** serves as in-house counsel for Multicare Health Systems. He has experience working in the IT, insurance and health care industries. He is skilled in Privacy, Artificial Intelligence, Employment Law, Legal Compliance, Contracts, Governmental Affairs, and Commercial Litigation.



**Michael C. Subit** is a partner at Frank Freed Subit & Thomas LLP. For over 25 years, he has represented plaintiffs in employment and other civil rights cases. He also represents unions in labor matters. He has authored many articles on employment issues for national and regional legal publications.

[www.TheSeminarGroup.net](http://www.TheSeminarGroup.net)

## Conference Information



**Course Accreditation:** This course has been approved for 11.25 hours of law and legal credit and 1.0 hours of ethics CLE credit by the Washington MCLE board (*attending and live webcast*). Self-Study credit will be available, specific credit amount to be determined. This course has been approved by the Oregon State Bar for 11.0 general and 1.0 ethics CLE credits. (*attending and live webcast*). The Seminar Group is a State Bar of California approved MCLE provider; therefore, this course is approved for 11.5 general and 1.0 ethics CLE credits (*attending and live webcast*). This course is pending with the Idaho State Bar for 11.25 general and 1.0 ethics CLE credits (*attending and live webcast*). Self study is available for the On Demand. For other homestudy products you can self apply for self study credits. This program has been submitted to the HRCI for review. (*attending and live webcast*). Self-study credits can be applied for upon request. The Seminar Group is recognized by SHRM to offer SHRM-CP or SHRMSCP professional development credits (PDCs). This program is valid for 12.25 PDCs (*attending and live webcast*). This includes 0.75 PDCs for the optional session. For more information about certification or recertification, please visit [shrmcertification.org](http://shrmcertification.org). Self-study credits can be applied for upon request. *All credits includes 0.75 credits for the optional session.* For information or accreditation in other states, please call THE SEMINAR GROUP at (206) 463-4400.

**Substitution/Cancellation:** You may substitute another person at any time. We will refund tuition, less a **\$50 cancellation charge**, if we receive your cancellation by **8/13/2021**. No refunds will be given after this date. *Please note that if you do not cancel by the deadline and/or do not attend, you are still responsible for payment.*

**Seminar Location:** The seminar will be held at the Washington Athletic Club, 1325 6th Avenue, Seattle, WA, (206) 622-7900. Please call the venue for directions/questions. *Check our website for special rates on sleeping rooms.* The Seminar Group will adhere to the Local, State, and Federal guidelines concerning COVID-19.

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**24th Annual Labor & Employment Law Conference**

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**Pre-Order Homestudy**

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**Labor & Employment Law**  
*Conference*



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**Seattle, WA**

**ACCREDITATION**

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CA CLE, ID CLE,  
HRCI, SHRM-CPSM/  
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*(see inside for details)*