

THE 24TH ANNUAL

Labor and Employment Law Conference



FRIDAY, NOVEMBER 22, 2024

Approved for 6.5 CLE credits

(5.25 Law & Legal Procedure + 1.25 Ethics – DEI).

\$235 - Labor & Employment Law Section Members

\$275 - Standard/Non-Section Members

\$265 - Join the Section

The Rainier Club

820 4th Ave. | Seattle, WA 98104

**IN PERSON
& WEBCAST**

DESCRIPTION

Section Partner: Labor and Employment Law

Join us in person at **The Rainier Club** or online for the 24th Annual Labor and Employment Law Conference. We have a full day of panels presenting essential updates, practical advice and helpful tips. Hear from plaintiff and defense practitioners as well as other professionals from throughout Washington State and Washington D.C.

**Lunch is included for in person registrants. Please email cle@wsba.org with any dietary restrictions and we will do our best to accommodate them.*

CHAIR

Cassandra Lenning – *Outten & Golden LLP, Seattle*

WSBA IN-PERSON MEETINGS & EVENTS

WSBA will follow the COVID-19 guidance provided at the CDC website [How to Protect Yourself and Others \(cdc.gov\)](https://www.cdc.gov). If state or local health authorities impose stricter requirements than the CDC, WSBA will comply with the state or local requirements in the area in which the event is held.

SCHEDULE

7:45 a.m. > Check-in • Walk-in Registration • Morning Refreshments

8:10 a.m. > Webcast Log-in Opens

8:25 a.m. > Welcome and Introductions by Program Chair

- **Cassandra Lenning** – *Outten & Golden LLP, Seattle*

8:30 a.m. > The Art of Resolution: Tips for Effective Mediation

60 minutes, 1.0 credit L&LP

Crack the code to successful conflict resolution with this dynamic panel presentation. Join a distinguished panel of mediators as they delve into the nuances of effective mediation strategies and techniques. This engaging session will provide you with practical insights and actionable tips to enhance your participation in mediation to achieve the best outcomes for your clients. This panel will explore topics such as: the mediator's role and facilitating constructive dialogue, building rapport and trust in the mediation process, tips on handling high emotions and navigating complex dynamics that arise during mediation, understand the importance of cultural awareness and inclusivity in mediating with diverse groups, and other topics of importance. Our panelists, each with a wealth of experience and expertise, will share real-world examples and answer your questions, providing you with tools for meaningful engagement in effective mediation.

- **Jessie Harris** – *Williams Kastner & Gibbs PLLC, Seattle*
- **Nancy Maisano** – *Maisano Mediation, LLC, Seattle*
- **Kathleen Wareham** – *Washington Arbitration & Mediation Service, Seattle*

Moderator: Sarah Spierling Mack – *Pacifica Law Group, Seattle, WA*

9:30 a.m. > The Interplay Between Workers' Compensation and the Americans with Disabilities Act (ADA) and the Washington Law Against Discrimination (WLAD)

60 minutes, 1.0 credit L&LP

The Americans with Disabilities Act (ADA) and the Washington Law Against Discrimination (WLAD) prohibit employers from discriminating against qualified individuals based on a disability. Washington workers' compensation law provides a system for compensating employees for occupational injuries and illnesses. While the two laws have different purposes, the analysis under workers' compensation law often affects the analysis under the ADA and the WLAD or vice versa. This panel provides a basic introduction to the interplay between Washington's workers' compensation law and the ADA and WLAD. It will cover topics such as subrogation, best practices for leave requests, discipline, termination, and retaliation.

- **Jennifer Troung** – *Ryan Swanson Cleveland, PLLC, Seattle*
- **Brian Wright** – *Causey Wright, P.S, Seattle*

Moderator: Matthew Kelly – *Foster Garvey PC, Seattle*

10:30 a.m. > Break

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SCHEDULE

10:45 a.m. > Dance Like No One Is Watching, Post Like Your Employer Will View It: A Discussion on Off-Duty Conduct and Harassment

75 minutes, 1.25 credit L&LP

Off-duty harassment and conduct can be vexing to both employers and employees. Many employees believe they enjoy an unfettered right to express opinions, engage in conduct, and comment on others outside of working hours. Explore some of the legal issues and ramifications that arise when off-duty conduct and harassment find their way into the workplace. We will further discuss collective bargaining and NLRA considerations that apply to conduct away from work.

- **Sara Amies** - *Helsell Fetterman LLP, Seattle*
- **Erica Shelley Nelson** - *Vick, Julius, McClure, P.S., Woodinville*

Moderator: Bradley Medlin - *Robblee Detwiler PLLP, Seattle*

12 p.m. > LUNCH (hosted)

1:15 p.m. > Summer Grantees Presentation

1:30 p.m. > ABCs of Labor Law

PLUS What's Next Under New U.S. President _____'s Board?

60 minutes, 1.0 credit L&LP

Join us for a fun introduction to key labor law principles and then learn how that might all change with the 2024 election results. Hear from local labor law experts on the ABCs every lawyer should know about labor law. Then, hear an in-depth discussion and paper on what to expect under the new Harris or Trump Board from John D'Elia, a DC-based SEIU labor attorney who closely follows NLRB and Congressional developments.

- **John D'Elia** - *Service Employees International Union, Washington, D.C.*

Moderator: Carson Flora - *Service Employees International Union, Seattle*

2:30 p.m. > Wage and Hour Headaches: What Employers Need to Know About Ensuring Wage and Hour Compliance and Conducting Audits

60 minutes, 1.0 credit L&LP

The session focuses on conducting internal wage and hour audits to meet new wage and hour standards; how to conduct an audit; addressing wage and hour issues discovered in an audit; and documentation associated with the audit.

- **Darren Feider** - *Sebris Busto James P.S., Bellevue*
- **James Pizl** - *Entente Law PLLC, Puyallup*

Moderator: Angela Hayes - *Associated Industries, Spokane*

3:30 p.m. > Break

3:45 p.m. > The Future of DEIA in the Workplace Following *Students for Fair Admissions v. Harvard*

75 minutes, 1.25 credit Ethics - DEI

In *Students for Fair Admission, Inc. v. President and Fellows of Harvard College*, the Supreme Court of the United States held that Harvard and University of North Carolina's admissions programs, which considered an applicant's race, violated the Equal Protection Clause of the Fourteenth Amendment. While this decision focused on college admission programs, the impact was widespread, sparking debate and scrutiny over affirmative action policies and workplace diversity, equity, inclusive and accessibility ("DEIA") initiatives. We will discuss the key issues, legal arguments and implications (if any) of SCOTUS' decision on workplace DEIA initiatives.

- **Vice Chair Jocelyn Samuels** - *U.S. Equal Employment Opportunity Commission - Washington, D.C.*
- **Craig Leen** - *K&L Gates LLP, Washington, D.C.*
- **Cassandra Lenning** - *Outten & Golden LLP, Seattle*

Moderator: Jess Kang - *K&L Gates LLP, Seattle*

5 p.m. > Adjourn • Complete Online Evaluations

The 24th Annual Labor and Employment Law Conference

Friday, November 22, 2024 • #25416 SEA/ WEB

REGISTRATION

Please fill out the registration form and mail to WSBA seven business days prior to the program. To register online, go to www.wsba.org and enter 25416 in the search box. For your security, do not email or fax credit card information.

First Name: _____ M.I. _____ Last Name _____

WSBA No: _____ Firm/Company Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: () _____ Email: _____

If special accommodations are needed, please email cle@wsba.org or call toll-free at 1-800-945-9722.

Please omit my name from the networking list made available to exhibitors and/or attendees.

PAYMENT INFORMATION

#25416 SEA, attend in Seattle, 11/22/24

- \$235 - Labor & Employment Law Section Members
- \$275 - Standard/Non-Section Members
- \$265 - Join the Section
Add the Related Items Labor & Employment Law Section membership (\$30) to your cart during checkout and register at the discounted rate (\$235).

#25416 WEB, attend via webcast, 11/22/24

- \$235 - Labor & Employment Law Section Members
- \$275 - Standard/Non-Section Members
- \$265 - Join the Section
Add the Related Items Labor & Employment Law Section membership (\$30) to your cart during checkout and register at the discounted rate (\$235).

Check enclosed payable to WSBA

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Cardholder Name (print)

Exp. Date



Authorized Signature

Registrations received less than 48 hours before a seminar are not guaranteed a coursebook or other presentation materials on-site.

ONLINE > Go to www.wsba.org and enter **25416** in the search box. Payment by credit card.

PHONE > Call **800-945-9722** or **206-443-9722** with credit card and registration/order form in hand. Our service provider will charge you a separate, non-refundable transaction fee of 2.5% on all bank card transactions.

MAIL > Please fill out this registration form and mail to WSBA seven business days prior to the program along with your check payable to WSBA. Credit card payments by mail or fax are no longer accepted.

Seminar Registration Transfers, Refunds and Cancellations

In most circumstances, if you cannot attend the live event, we can transfer your registration to the on-demand product, once available (8-10 weeks from the program delivery date). Generally, for webcast/webinar registrations, tuition fees may be refunded, less \$25 for processing, for written cancellations postmarked, emailed, or faxed up to the start of the event. For in-person registrations, tuition fees may be refunded, less \$25 for processing, for written cancellations postmarked, emailed, or faxed by 5 p.m. up to three business days before the event. No refunds will be provided after the dates specified. You may also send a substitute in lieu of canceling. *When applicable, specific exceptions to these policies will be noted on individual event registration pages.* Please email cle@wsba.org with any requests or questions.