

**WSBA Practice Primer: Employment Law  
Track 3 – Ending the Employment Relationship**



**3**

**Session 1: June 4, 2019  
Session 2: June 11, 2019  
Session 3: June 18, 2019**

**Approved for 7.0 CLE Credits: 5.5 Law and Legal Procedure + .5 Ethics.**  
Optional homework between sessions worth .5 Other for a **total of 1.0 Other.**

**TUITION:**  
\$275 - Standard  
\$600 - Member Discount for all three tracks (21 CLE credits) Save \$225.  
\$79 - New Member\*

\*Members who have been admitted to practice in Washington for fewer than five years

**Washington State Bar Association**  
Conference Center  
1325 Fourth Ave, Suite 600  
Seattle, WA 98101

**Live WEBCAST Option**

**DESCRIPTION:**

The Washington State Bar Association is pleased to offer the 2019 Practice Primer seminar! The WSBA Practice Primer examines a substantive area of law through a series of learning tracks that build upon one another. Completion of all three learning tracks (consisting of three sessions within each track) will provide attendees with a solid educational foundation and primer for practice. The skills learned in this series would benefit new attorneys and experienced attorneys intending to change or expand practice areas.

Our 2019 series is focused on Employment Law. The topics covered by the three Practice Primer tracks are: Starting the Employment Relationship: Setting Yourself up for Success, Managing the Employment Relationship and Ending the Employment Relationship.

The complete 2019 Practice Primer Series will occur over the course of three months, April through June, with sessions held on Wednesdays from 9:00 a.m. to 11:15 a.m. New Members who are licensed for less than five years in WA are eligible for the New Member Pricing of \$79.00 per track. Members who do not qualify for the New Member Pricing can benefit from a tuition discount by purchasing all three tracks for \$600.00 and earn a total of 21 CLE credits. Each course will be led by one active and one new practitioner, with guest faculty invited to speak as subject matter experts. The faculty have created a fact pattern to reach across all tracks for an immersive educational experience.

By participating in the full program, participants will have the opportunity to earn 1.0 Other CLE credits by independently completing two legal writing exercises (each accredited at 0.5 Other credit). Attendees who choose to complete the writing exercises may submit their work to the faculty for review but it is not required. Exercises are assigned during sessions one and two, and must be completed prior to the next class where the attendee certifies completion of the assignment on their sign-in form or via the webcast tool.

**TRACK 3 – Ending the Employment Relationship**

**SESSION 1:**  
2 hours – Mechanics of Termination – June 4, 2019

**SESSION 2:**  
2 hours – Wrongful Termination: Awful or Lawful? – June 11, 2019

**SESSION 3:**  
2 hours – Problem Resolution – June 18, 2019

**FACULTY CO-CHAIRS:**

Kelby Fletcher, Stokes Lawrence, Seattle  
Jeremy Wood, Littler Mendelson, Seattle

**SCHEDULE**

**TUESDAY, JUNE 4, 2019 – SESSION 1**

**8:30 a.m. Check-in • Walk-in Registration  
Morning Refreshments**

**9:00 a.m. Welcome and Introductions by  
Faculty Co-Chairs**

Kelby Fletcher, Stokes Lawrence, Seattle  
Jeremy Wood, Littler Mendelson, Seattle

**9:05 a.m. Mechanics of Termination**

In this initial session, faculty will identify potential roadblocks of the termination process. They will discuss pre-termination considerations, voluntary terminations, ERISA and unemployment compensation, as well as related ethical issues. Optional homework will be assigned.

**10:05 a.m. BREAK (ten minutes)**

**10:15 a.m. Mechanics of Termination (continued)**

**11:15 a.m. Adjourn**

**TUESDAY, JUNE 11, 2019 – SESSION 2**

**8:30 a.m. Check-in • Walk-in Registration  
Morning Refreshments**

**9:00 a.m. Welcome and Introductions by  
Faculty Co-Chairs**

Kelby Fletcher, Stokes Lawrence, Seattle  
Jeremy Wood, Littler Mendelson, Seattle

**9:05 a.m. Wrongful Termination: Awful or Lawful?**

Faculty will identify and discuss common litigation concerns related to the termination process. They will also discuss the prior optional homework and assign the second optional assignment.

**10:05 a.m. BREAK (ten minutes)**

**10:15 a.m. Wrongful Termination: Awful or Lawful?  
(continued)**

**11:15 a.m. Adjourn**

*(continued)*

# WSBA NME190604 • June 4, 11, 18, 2019 • WSBA Practice Primer: Employment Law Track 3 – Ending the Employment Relationship

## TUESDAY, JUNE 18, 2019 – SESSION 3

**8:30 a.m. Check-in • Walk-in Registration  
Morning Refreshments**

**9:00 a.m. Welcome and Introductions by  
Faculty Co-Chairs**

Kelby Fletcher, Stokes Lawrence, Seattle

Jeremy Wood, Littler Mendelson, Seattle

**9:05 a.m. Problem Resolution**

In this final session, faculty will provide attendees with the tools to issue spot special circumstances within the employment law arena, including employee claims, preserving the record, union considerations and related ethical concerns. Faculty will review the prior homework assignment.

**10:05 a.m. BREAK (ten minutes)**

**10:15 a.m. Problem Resolution (continued)**

**11:15 a.m. Complete online evaluations • Adjourn**

### REGISTRATION

Please fill out the registration form and mail or fax to WSBA.  
To register online, go to [www.wsba.org/seminars](http://www.wsba.org/seminars) and enter **NME190604** in the search box.

First Name \_\_\_\_\_ M.I. \_\_\_\_\_ Last Name \_\_\_\_\_

WSBA No. \_\_\_\_\_ Firm/Company Name: \_\_\_\_\_

Street Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

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If special accommodations are needed, please email [cle@wsba.org](mailto:cle@wsba.org) or call toll-free at 1-800-945-9722.

### PAYMENT INFORMATION

**Please note:** Our service provider will charge you a separate, non-refundable transaction fee of 2.5% on all bank card transactions. There is no transaction fee if you mail in your check.

**#NME190604SEA, attend in Seattle,  
6/4/19 - 6/11/19 - 6/18/19**

**\$275 - Standard**

**\$600 - All three tracks (21 CLE credits) Save \$225  
(NME190409SEA and NME190507SEA)**

**\$79 - New Member\***

**#NME190604WEB, attend via webcast,  
6/4/19 - 6/11/19 - 6/18/19**

**\$275 - Standard**

**\$600 - All three tracks (21 CLE credits) Save \$225  
(NME190409WEB and NME190507WEB)**

**\$79 - New Member\***

\*Members who have been admitted to practice in Washington for fewer than five years are eligible to receive the new member tuition.

Check enclosed payable to WSBA

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**Mail:** WSBA, 1325 Fourth Avenue, Suite 600, Seattle, WA 98101-2539

**Internet:** Register online at [www.wsba.org/seminars](http://www.wsba.org/seminars) • Order products online at [www.mywsba.org](http://www.mywsba.org).

**Phone:** 800-945-9722 or 206-443-9722 with credit card and registration/order form in hand.

**Fax:** 206-727-8324 Include credit card information

#### PAYMENT POLICIES

**PAYMENT:** Individual registrants must use a separate form, however, payment may be made with a single check or credit card for multiple parties.

**NOTE:** Please keep a copy of this flier for your records.

**REFUNDS:** Registration fees may be refunded, less \$25 for handling, for written cancellations postmarked, emailed, or faxed by 5 p.m., up to 3 business days before the seminar. No refunds after that date, but you will receive the coursebook. Canceled registrations may not be transferred to other seminars. You may send a substitute (e.g., someone from your firm) in lieu of canceling.

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

office use only Date \_\_\_\_\_ Check # \_\_\_\_\_ Total \_\_\_\_\_