



The State Bar of California Labor and Employment Law Section

Earn up to
11.5 Hours of
MCLE Credit of which 1.25 Hours
Applies to Elimination of Bias and 1.25
Hours Applies to Legal Ethics

presents the

31st Labor and Employment Law Section Annual Meeting and 20th Annual Public Sector Conference

Join us for the first-ever combined Labor Annual Meeting and Public Sector Conference! Enjoy a discount for two full days of programming! Or, register for Friday only for the Public Sector Conference OR for Saturday only for the Annual Meeting. Both days include crossover of topics that appeal to both private and public sector practitioners.

April 25-26, 2014

The Claremont Resort & Spa

March 21: Hotel Reservation Deadline

April 18: Early Program Registration Deadline
(Special Discounted Rate)

Only \$300 for Section Members (*\$175 for single day registration*)
Non-Section Member \$450 (*\$250 for single day registration*)

2-day registration fee includes up to 11.5 hours of MCLE Education Sessions, All Program Materials on USB Drive, Friday Reception, Friday and Saturday Continental Breakfast, Friday and Saturday Lunch.

1-day Friday 4/25/14 Public Sector Conference registration fee includes up to 5.5 hours of MCLE Education Sessions, Public Sector Program Materials on USB Drive, Friday Continental Breakfast, Lunch, and Reception.

1-day Saturday 4/26/14 Labor Annual Meeting Conference registration fee includes up to 6.00 hours of MCLE Education Sessions, Labor Annual Meeting Program Materials on USB Drive, Friday Reception, Saturday Continental Breakfast and Lunch.



THE LABOR AND EMPLOYMENT LAW SECTION WOULD LIKE TO THANK ITS SPONSORS FOR THEIR GENEROUS CONTRIBUTIONS:

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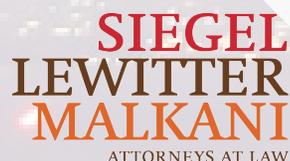


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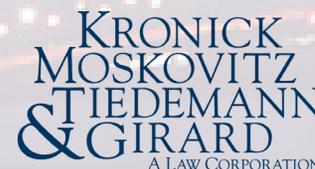
Leaders' Circle



Innovators' Circle



Amy Oppenheimer, Attorney
Workplace Investigations and Training



Friday, April 25, 2014—20th Annual Public Sector Conference

8:00 a.m. – 3:45 p.m. **Registration and MCLE Sign-In**

8:00 a.m. – 9:00 a.m. **Continental Breakfast**

9:00 a.m. – 10:30 a.m. **GENERAL SESSION — (1.50 Hours of CLE Credit)**

[1] **In One (Y)ear and Out the Other 2.0: Annual Update in Employment and Labor Law**

Welcome and introductions by **Latika M. Malkani**, Chair, Public Sector Conference, Siegel LeWitter Malkani, Oakland.

Back by Popular Demand! At this annual update plenary session, seasoned public sector lawyers will review this past years' notable cases and legislation. Attend to hear varying perspectives from counsel representing management, employees, and labor unions, in a point/counterpoint interplay.

Moderator: Adam Fiss, Littler Mendelson

Panelists: David Tyra, Kronick, Moskovitz, Tiedemann & Girard; Dale Brodsky, Beeson Tayer & Bodine

Written Materials: Stephen Mesi, Office of the Attorney General

10:30 a.m. – 10:45 a.m. **Break**

10:45 a.m. – 12:00 p.m. **CONCURRENT SESSIONS — (1.25 Hours of CLE Credit)**

[2] **Advanced Issues in Public Employee Discipline**

Public employee discipline presents an increasingly complex web of substantive laws and procedures. Seasoned counsel will address advanced issues in public employee discipline, including terminating the disabled employee, recent legal developments in First Amendment law, POBRA and FBOR issues, discipline related to an employee's off duty conduct, and more.

Moderator: Arlene Prater, Best Best & Krieger LLP

Panelists: Art Hartinger, Meyers Nave et al; Jose Felix De La Torre, SEIU Local 1000

[3] **The ACA and Negotiations**

The Affordable Care Act ("ACA") brought new challenges to collective bargaining negotiations over health insurance benefits. While many employers at the bargaining table have attempted to control escalating health insurance costs by shifting an increasing share of those costs onto employees, with the ACA in play, employers and unions face an entirely new system as they develop their bargaining positions on health benefits.

Hear from Union and Management experts about strategies for negotiating health benefits, minimizing exposure to ACA penalties, satisfying the ACA's coverage and benefit requirements, and preserving flexibility to make changes to comply with the ACA's complex and evolving requirements.

Moderator: Anne Giese, SEIU Local 1000

Panelists: William Sokol, Weinberg Roger & Rosenfeld; Thomas Morrison, Segal Co.; Allyson Hauck, Renne Sloan Holtzman Sakai LLP

[4] **Hot Issues in Workplace Investigations: Plaintiff, Defense and Investigator Perspectives**

Investigations of workplace complaints are being conducted with greater frequency. Plaintiff and defense attorneys, however, often disagree about crucial issues such as who should conduct investigations; whether an investigator retained by the employer can truly be impartial; whether the complainant should participate, and, if so, whether he/she should include his/her attorney; and whether a report should be prepared, and, if so, who should have access to it. In this panel a plaintiff's attorney, defense attorney and attorney/investigator, all of whom have worked on public and private sector cases, will debate and discuss these and other thorny issues.





Moderator: Amy Oppenheimer, Law Offices of Amy Oppenheimer

Panelists: Adam Fiss, Littler Mendelson; Lindsay Harris, Esq., West Coast Workplace Investigations; Jean K. Hyams, Levy Vinick Burrell Hyams LLP

12:00 p.m. – 12:15 p.m. Break

12:15 p.m. – 1:30 p.m. [18] Networking Luncheon

Enjoy a relaxing lunch while you catch up with your colleagues and friends, then take a stroll over to the pool and relax a few minutes before jumping back into the afternoon programs!

Welcome Address: Carol Koenig, Labor and Employment Law Section Chair, Wylie McBride et al, San Jose

1:30 p.m. – 1:45 p.m. Break

1:45 p.m. – 3:00 p.m. CONCURRENT SESSIONS — (1.25 Hours of CLE Credit)

[5] **Now Is The Winter of Our Discontent? Understanding Public Employee Strike Issues in 2014 and Beyond**

Attorneys who are shaping the law on public employee strikes will discuss what unions and employers must, may, and cannot do before, during, and after a strike. The panel will examine various types of strikes, who may strike and when, employer responses to a strike, and administrative and judicial avenues for addressing strikes and strike-related conduct. Don't miss a fascinating exploration of this evolving area of law!

Moderator: Erich Shiners, Renne Sloan Holtzman Sakai LLP

Panelists: Kerianne Steele, Weinberg Roger & Rosenfeld; Ari Krantz, Leonard Carder LLP; Timothy Yeung, Renne Sloan Holtzman Sakai LLP; Nancy Clark, Office of County Counsel, County of Santa Clara

[6] **Employment Law 101: Introduction to Employment Law Issues**

This seasoned panel will provide an overview of substantive employment law for attorneys and human resource professionals. Attorneys with years of expertise in employment law matters will discuss what anyone new to employment law needs to know (e.g., due process, leaves, discrimination, accommodation and basic collective bargaining agreements) and where best to find resources.

Moderator: Chelsea Olson, Kronick Moskowitz Tiedemann & Girard

Panelists: Travis Lindsey, UC Davis Health System; Jennifer Keating, Leonard Carder LLP

[7] **Elimination of Bias: The Cost of Bias in the Legal Profession (1.25 Elimination of Bias Credit)**

The perception that our legal system is biased against one class of individual or another undermines public confidence in our justice institutions and is contrary to the principle that all were created equal. In this program, panelists will discuss biases that (1) continue to create disparities and disadvantages within the legal profession and (2) affect practitioners and the judiciary system. Panelists also will provide practical insights that serve to effectively address and eliminate these biases. Attendees will receive 1.25 hours of credit for the Elimination of Bias CLE requirements.

Moderator: Maribel Hernandez, Ericksen Arbuthnot

Panelists: April Madison-Ramsey, Dignity Health; Ann Lehman, Zimmerman-Lehman Consulting; Cristina Rubke, Shartsis Friese LLP

3:00 p.m. – 3:15 p.m. Break

3:15 p.m. – 4:45 p.m. **GENERAL SESSION — (1.50 Hours of CLE Credit)**

[8] **Judges Panel**

Take advantage of this rare opportunity to hear directly from a panel of esteemed jurists from various courts, trial and appellate. These accomplished jurists will address best practices for employment practitioners, what not to do in law and motion, and writing a brief that answers the decision-makers questions. This is a panel you don't want to miss!

Moderator: Carol Koenig, Wylie McBride et al

Judges: Hon. Kathleen M. Banke, Associate Justice, Court of Appeal First District, Division One;

Hon. Ming W. Chin, Associate Justice, California Supreme Court

Hon. Kimberly E. Colwell, Judge, Superior Court of California, Alameda County;

Hon. Brian C. Walsh, Presiding Judge, Superior Court of California, County of Santa Clara;

4:45 p.m. – 6:30 p.m. [19] **Welcome Reception**

Saturday April 26, 2014—31st Labor and Employment Law Section Annual Meeting

8:00 a.m. – 3:30 p.m. **Registration and MCLE Sign-In**

8:00 a.m. – 9:00 a.m. **Continental Breakfast**

9:00 a.m. – 10:15 a.m. **CONCURRENT SESSIONS — (1.25 Hours of CLE Credit)**

[9] **NLRB in the Non-Union Workplace: Arbitration Agreements, *DR Horton*, and Protection of Concerted Activity**

The field of traditional labor law has, through recent NLRB enforcement efforts and rulings, had increasing impact in the non-union workplace. Employee handbook policies, at-will relationships, and arbitration agreements face an additional level of scrutiny. The NLRB's ruling in *DR Horton* to invalidate arbitration agreements with class action waivers has, in the view of some, come into direct conflict with the United States Supreme Court's ruling in *AT&T v. Concepcion*, which approved class action waivers in arbitration agreements. The NLRB continues to prosecute employers who have followed their interpretations of *AT&T v. Concepcion* to allow class action waivers. As litigation in this area continues, this panel will explore developments in the law and prudent tips for practitioners representing employers and employees.

Moderator: Jill Coffman, National Labor Relations Board Region 20

Panelists: Michael Rubin, Altshuler Berzon LLP; Ron Novotny, Atkinson, Andelson, Loya, Ruud and Romo; Joseph Frankl, Regional Director, National Labor Relations Board Region 20

[10] **Location, Location, Location: Non-Compete Agreements, Trade Secrets, and Employee Mobility**

This presentation will explore legal issues that arise when employees move from one company to a competitor. The panel will discuss criteria courts use to determine the enforceability of non-compete agreements, as well as tips for drafting, or avoiding the application of, restrictive covenants. The experts also will share their thoughts on strategic and practical considerations when a contingency-fee plaintiff unexpectedly becomes a defendant accused of trade-secret misappropriation or breach of a restrictive covenant. In addition, the panelists will focus on the theft of intellectual property by departing employees, including those who leave for a foreign competitor, and various tools available to prosecutors and companies to combat this theft.

Moderator: Baldwin Lee, Allen Matkins LLP

Panelists: Jennifer Baldocchi, Paul Hastings LLP; Wesley Hsu, Assistant United States Attorney; Sharon Vinick, Levy Vinick Burrell Hyams LLP



[11] **Proposed Amendments to the CFRA Regulations**
 In 2013, Senate Bill 1038 created and Governor Jerry Brown appointed a new Fair Employment and Housing Council (Council) within the Department of Fair Employment and Housing (DFEH). The Council is charged with rulemaking authority under the Fair Employment and Housing Act (FEHA) and other statutes enforced by the DFEH. One of the Council's first rulemaking projects is to amend the 1995 regulations interpreting the California Family Rights Act (CFRA). This panel, comprised of the Council Chair and a Council Member and moderated by the DFEH Director/Council Ex Officio Member, will present the Council's proposed amendments to the CFRA Regulations.
Moderator: Phyllis W. Cheng, Director, California Department of Fair Employment and Housing
Panelists: Chaya Mandelbaum, Chairperson, DFEH Fair Employment and Housing Council; Dale Brodsky, Councilmember, DFEH Fair Employment and Housing Council

10:15 a.m. – 10:30 a.m. Break

10:30 a.m. – 11:45 a.m. GENERAL SESSION — (1.25 Hours of CLE Credit)

[12] **The Future of Work: The Virtual Workplace**
Welcome and introductions by **Thomas A. Lenz**, Chair, Labor and Employment Law Section Annual Meeting, Atkinson, Andelson, Loya, Ruud & Romo, Cerritos.

The virtual workplace is the new paradigm of work. As technology evolves, the physical space known as “the office” is becoming less and less important. Work is now done anytime, anywhere, in real space or in cyberspace. For many employers the virtual workplace, in which employees operate remotely from each other and from managers, is a reality now, and all indications are that it will become even more prevalent in the future. In and of itself, this represents a dramatic change in how we work, and it presents new challenges for employees and employers alike. Thus, this program will examine this growing trend, and the technological issues arising from such information-age arrangements as telecommuting and virtual teams. The program also will address the myriad of legal issues that arise, including wage and hour compliance, privacy, ADA accommodations, OSHA, and workers' compensation.

Panelists: Theodora Lee, Littler Mendelson; Lisa Lawson, Pennington Lawson LLP

11:45 a.m. – 12:00 p.m. Break

12:00 p.m. – 1:15 p.m. CONFERENCE LUNCHEON AND KEYNOTE ADDRESS (.75 Hours of CLE Credit)

[13] **The U.S. Supreme Court: Where the Court Stands on Employment Issues, and Where It May Be Headed**



Keynote Speaker: Professor Eric Schnapper, Betts, Patterson & Mines P.S. Endowed Professorship in Trial Advocacy

No one in America has argued more labor and employment matters in the U.S. Supreme Court than University of Washington Law Professor Eric Schnapper, who has appeared in approximately 90 matters at the Supreme Court. Prof. Schnapper exclusively represents workers in his appellate advocacy, but is uniquely situated to discuss matters of interest to both employers and employees in the 2013-2014 term, including *Sandifer v. U.S. Steel Corp.*, which he argued in October 2013 and which was decided for the employer, in a “donning and doffing” wage case. Cases of interest in the current term which Prof.

Schnapper will profile include matters involving the Age Discrimination in Employment Act, the Labor Management Relations Act, the National Labor Relations Board, ERISA, the Sarbanes-Oxley Act, and public employee cases raising constitutional concerns. Prof. Schnapper will also gaze into his “crystal ball” to predict what major labor and employment Supreme Court decisions lie ahead.

1:15 p.m. – 1:30 p.m. Break



1:30 p.m. – 2:45 p.m. CONCURRENT SESSIONS — (1.25 Hours of CLE Credit)

[14] **Basics: Economic Realities Test and *Martinez v. Combs* — Determining Who the Employer Is Under FLSA and California Law**

With an increasing number of employees pursuing wage and hour lawsuits in the past several years, a determinative issue for purposes of liability is whether the defendant, or defendants, are the worker’s “employer” under FLSA and/or state law. This issue is often litigated at the inception of a lawsuit. The outcome typically dictates whether plaintiff(s) will be able to pursue her claims against a larger employer, a smaller subcontractor, both, or neither. In cases against smaller employers, holding individual owners liable as joint employers could mean the difference between recovering unpaid wages or not. The panel will explain the key differences in determining employer status under the Fair Labor Standards Act and California statutory and common law.

Moderator: Fernando Flores, Legal Aid Society – Employment Law Center

Panelists: Lisa Van Brieken, Folger Levin LLP; Bryan Schwartz, Bryan Schwartz Law; Steven R. Feldstein, Goodwin Procter

[15] **Ethics in Employment Litigation (1.25 Ethics Credit)**

Satisfy 1.25 hours of your ethics MCLE requirements by attending this practical discussion of the real-life ethical issues we face litigating employment cases. Topics will include investigation and case evaluation before litigation begins, fee arrangements, joint representation, ex parte communication, spoliation of evidence, requests for production of troubling documents, testimony of dubious veracity, candor in legal arguments, and settlement negotiation. Speakers will include a former State Bar Court Judge.

Panelists: Cara Ching-Senaha, Jackson Lewis P.C.; Phil Horowitz, Law Offices of Phil Horowitz; Michael Marcus, ADR Services, Inc.

[16] **Practical Litigation Strategies and Ethical Concerns Post-*Harris***

The California Supreme Court’s decision in *Harris v. City of Santa Monica* has tremendous implications with respect to liability, damages, and attorneys’ fees in FEHA cases. Even if a plaintiff proves that discriminatory animus was a substantial motivating reason for an adverse action taken against him, he will receive no compensation if the defense establishes that it would have taken the same action at that time absent animus. In that situation, the defense can still be liable for the plaintiffs’ attorneys fees, which can reach seven figures. Four seasoned trial attorneys will discuss how the *Harris* decision has changed their practice, from intake to trial, as well as how they handle the ethical issues that arise as a result of the decision.

Moderator: Ramit Mizrahi, Mizrahi Law

Panelists: Linda Savitt, Ballard Rosenberg Golper & Savitt LLP; Tracey Kennedy, Sheppard Mullin et al; J. Bernard Alexander, III, Alexander Krakow & Glick LLP; Lawrance Bohm, Bohm Law Group

2:45 pm – 3:00 pm **Break**

3:00 pm – 4:30 pm **GENERAL SESSION — (1.5 Hours of CLE Credit)**

[17] **Annual Update**

Renowned employment defense attorney Anthony J. Oncidi of Proskauer Rose LLP and prominent employment plaintiff lawyer Andrew H. Friedman of Helmer Friedman LLP will present a lively, fast-paced discussion about all of the significant new developments in employment law from the courts and legislature. Andrew and Tony have been presenting the Annual Employment Law Update for the State Bar of California and numerous other bar associations for close to 10 years – and this year, they have their work cut out for them, as they help us navigate through the many new state and federal employment laws, regulations and cases.

Panelists: Andrew Friedman, Helmer & Friedman LLP; Anthony Oncidi, Proskauer Rose LLP

4:30 pm **Adjourn**



How to Make Your Hotel Reservations

If you require overnight accommodations for this event please contact the Claremont Resort and Spa directly to secure your room reservations:

Reservations: 1-800-551-7266

Refer to: The State Bar of California

Rate: \$209/night (facilities charge is waived;
parking at \$15/night)

Reservation Deadline: March 21, 2014

RESERVE EARLY! (Space limited) Please identify yourself as part of the State Bar of California to obtain the special rate of \$209.

How to Get There

The Claremont Resort and Spa is located at 41 Tunnel Road, Berkeley, CA: (510) 843-3000. For further information about the Claremont Resort and Spa you may visit their website at www.claremontresort.com/.

You can find step by step directions at http://www.claremontresort.com/hotel_directions.shtml

Hotel Information

In the 19th Century, it was but a fantasy in a young prospector's mind. Later, it became a castle for him and his wife. In 1915, it was reborn as a grand hotel. And to this day, The Claremont Hotel Club & Spa remains a place where its inhabitants' dreams routinely come true.

The Claremont offers a variety of activities on-site including: swimming, tennis, fitness facility and classes, spa, and Kids Club.

Kids Club

The Claremont's impeccable attention to detail includes fun for the kids, so you can focus on your fun. Our Kids' Club drop-in center is open to members of the Club at the Claremont, as well as Spa and hotel guests. The Kids' Club Children's Activity Center includes a playscape with a tube slide and sand box. Indoors activities include games, toys and creative arts projects. Our experienced childcare attendants take care of snacks, too. For more information please visit <http://www.claremontresort.com/club/kids-club.shtml> and/or call 510.898.0037 to check on availability.

Program Materials

Conference materials will be available on-line prior to the conference and provided on USB drive at the conference. Wi-Fi will not be available inside the conference rooms. Should you prefer to reference printed materials during the conference, please feel free to access the on-line information and print out prior to the conference the materials for the panels that you wish to attend. If you have an electronic device without USB drive or built-in Wi-Fi, please save the on-line files to your desktop/device so that you may access the materials during the conference. No printed materials will be provided at the conference.

Schedule of Social Events

Friday, April 25, 2014

8:00 a.m. – 9:00 a.m.

Continental Breakfast
(included with Public Sector or 2-day registration)

12:15 p.m. – 1:30 p.m.

Networking Lunch
(included with Public Sector or 2-day registration)

4:45 p.m. – 6:30 p.m.

Opening Night Reception — Free to all Registrants

Saturday, April 26, 2014

12:00 p.m. – 1:15 p.m.

Conference Lunch and Keynote Address
(included with Annual Meeting or 2-day registration)



Registration Information

Online Registration:

Now available at <http://laborlaw.calbar.ca.gov/>

Mail to:

Program Registrations
The State Bar of California
180 Howard St.
San Francisco, CA 94105

Fax to:

Program Registrations at (415) 538-2368. In order to fax your registration, credit card information is MANDATORY.

Cancellations & Refunds:

A refund less a non-refundable fee of \$50 plus ticketed events will be made for all cancellations and requests for refunds received in writing by April 18, 2014. Substitute registrants are allowed but must register in their own name at the meeting to receive MCLE credit.

On-Site Registration:

Limited and subject to availability. Please register in advance.

Special Assistance:

For special assistance please call (415) 538-2590

Questions:

For registration information please call (415) 538-2508. For information regarding the program please call (415) 538-2590.

Hotel Reservations:

A room block for conference attendees has been reserved at The Claremont Resort & Spa. To obtain a special rate of \$209 per night (plus fees and taxes), please call 1(800) 551-7266 and identify yourself as being with THE STATE BAR OF CALIFORNIA. The deadline for registration is **March 21, 2014** and space is limited, so be sure to make your hotel reservation early!



31st Labor and Employment Law Section Annual Meeting and 20th Annual Public Sector Conference

April 25-26, 2014 • Berkeley, California

Early Registration Deadline: April 18, 2014

Registration Form:

Note: One registrant per form. Photocopies may be used

Name: _____ Bar22q Number: _____

Firm: _____

Address: _____

City, State, Zip: _____

Phone: _____ Fax: _____

E-mail: _____

(Required for confirmation)

Your name and address may be disclosed

Check here, if you don't want your information released.

Registration Fees (pre-registration through April 18, 2014)

Discounted Registration Fees for 2-Day Meeting Package

	<u>Until April 18</u>	<u>After April 18</u>	<u>Total Cost</u>
	<i>(based on space availability)</i>		
Labor and Employment Law Section Members only			
Friday, April 25, 2014	\$175	\$225	\$ _____
20th Annual Public Sector Conference			
Saturday, April 25, 2014	\$175	\$225	\$ _____
31st Labor & Employment Law Annual Meeting			
Combined 2-Day Meeting Package	\$300	\$350	\$ _____
Non - Section Members (Includes enrollment in the Labor & Employment Law Section for 2014)			
Friday, April 25, 2014	\$250	\$300	\$ _____
20th Annual Public Sector Conference			
Saturday, April 25, 2014	\$250	\$300	\$ _____
31st Labor & Employment Law Annual Meeting			
Combined 2-Day Meeting Package	\$450	\$500	\$ _____

Payment:

Credit Card Information (VISA or MasterCard Only)

I authorize the State Bar of California to charge my program registration to my VISA/MasterCard account (No other credit card will be accepted).

Account Number: _____

Expiration Date: _____

Cardholder's Name: _____

Cardholder's Signature: _____

Online Registration:

Now available at <http://laborlaw.calbar.ca.gov/>

Mail to:

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The State Bar of California
180 Howard St.
San Francisco, CA 94105

Fax to:

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Registration Form (continued)

Course Selector

Education Classes and Social Events*:

Please indicate which sessions you will attend

Friday, April 25, 2014

9:00 – 10:30 a.m. (1.5 Hours) — General Session

- [1] In One (Y)ear and Out the Other 2.0: Annual Update in Employment and Labor Law

10:45 a.m. – 12:00 p.m. (1.25 Hours) — Concurrent Sessions

- [2] Advanced Issues in Public Employee Discipline
- [3] The ACA and Negotiations
- [4] Hot Issues in Workplace Investigations: Plaintiff, Defense and Investigator Perspectives

12:15 – 1:30 p.m. — Networking Luncheon*

- [18] Networking Luncheon

1:45 – 3:00 p.m. (1.25 Hours) — Concurrent Sessions

- [5] Now Is The Winter of Our Discontent? Understanding Public Employee Strike Issues in 2014 and Beyond
- [6] Employment Law 101: Introduction to Employment Law Issues
- [7] Elimination of Bias: The Cost of Bias in the Legal Profession (1.25 Hours Elimination of Bias Credit)

3:15 – 4:45 p.m. (1.5 Hours) — General Session

- [8] Judges Panel

4:45 – 6:30 p.m. — Welcome Reception*

- [19] Welcome Reception

**Must be selected on Course Selector in order to be admitted to event.*

Saturday, April 26, 2014

9:00 – 10:15 a.m. (1.25 Hours) — Concurrent Sessions

- [9] NLRB in the Non-Union Workplace: Arbitration Agreements, DR Horton, and Protection of Concerted Activity
- [10] Location, Location, Location: Non-Compete Agreements, Trade Secrets, and Employee Mobility
- [11] Proposed Amendments to the CFRA Regulations

10:30 – 11:45 a.m. (1.25 Hours) — General Session

- [12] The Future of Work: The Virtual Workplace

12:00 – 1:15 p.m. (0.75 Hour) — Luncheon and Keynote Address

- [13] The U.S. Supreme Court: Where the Court Stands on Employment Issues, and Where It May Be Headed

1:30 – 2:45 p.m. (1.25 Hours) — Concurrent Sessions

- [14] Basics: Economic Realities Test and Martinez v. Combs - Determining Who the Employer Is Under FLSA and California Law
- [15] Ethics in Employment Litigation
- [16] Practical Litigation Strategies and Ethical Concerns Post-Harris

3:00 – 4:30 p.m. (1.5 Hours) — General Session

- [17] Annual Update



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