



WSBA, in partnership with the WSBA Labor and Employment Law Section presents:

4th Annual Labor and Employment Law Conference

Friday, Nov. 21, 2014

Washington State Conference Center
800 Convention Pl.
Seattle, WA 98101

(with live webcast option)

Approved for 6.75 general CLE credits

Tuition:

Standard: \$265

Labor and Employment Law Section members: \$235



Schedule

7:30 a.m. Check-in • Registration • Coffee and Pastry Service

8:20 a.m. Opening Remarks and Introductions by Program Co-Chairs

Margaret Cary – SEIU Healthcare | 199 NW, Renton
Marie N. Gallagher – Snohomish County Prosecutor's Office, Everett
Leslie J. Hagin – MacDonald Hoague & Bayless, Seattle
Alexander J. Higgins – Law Offices of Alex J. Higgins, Seattle
Kathryn S. Rosen – Davis Wright Tremaine LLP, Seattle

8:30 a.m. Washington State Employment Law Update

Get a thorough review of recent state cases and their implications for practitioners.

Kelby D. Fletcher – Stokes Lawrence, Seattle

9:15 a.m. Federal Law Employment Law Update

Get an overview of the newest federal employment law cases and their possible impact on practitioners.

Jillian Barron – Sebris Busto James, Bellevue

10:00 a.m. Break

10:15 a.m. Dealing with the Bankrupt Plaintiff or Defendant

This session will include a primer on basic bankruptcy law, a discussion on how those laws impact employment law cases when a party is bankrupt, and practice tips for attorneys facing a bankrupt plaintiff or defendant.

Hugh R. McCullough – Davis Wright Tremaine, Seattle
Michael C. Subit – Frank Freed Subit & Thomas, Seattle
Moderator: Kathryn S. Rosen – Davis Wright Tremaine LLP, Seattle

11:00 a.m. The Judicial Perspective: Persuading the Court, and Hard Truths from the Bench.

Washington Supreme Justice Debra Stephens and Justice Mary Yu will share their advice, insights and warnings gleaned from their experience at all court levels. Learn about the frustrations from the bench, along with tools and best practices concerning discovery disputes, enforcement and effective use of the civil rules, pre-trial motions, trial methods, framing the issues, and making your record.

Justice Debra L. Stephens – Washington State Supreme Court, Olympia
Justice Mary I. Yu – Washington State Supreme Court, Olympia
Moderator: Victoria L. Vreeland – Vreeland Law, Bellevue

12:00 p.m. Box Lunch (provided), networking, and a short Labor and Employment Law Section Meeting



WSBA, in partnership with the WSBA Labor and Employment Law Section presents:

14th Annual Labor and Employment Law Conference

Friday, Nov. 21, 2014

Schedule Cont.

1:00 p.m. The Minimum Wage: Who Decides? Legal Issues Related to State and Local Legislation

There are increasing efforts around the country to pass local minimum wage ordinances and initiatives. The panel will address the various legal issues related to state and local worker-protective legislation including the Sea Tac Living Wage Initiative and the Seattle \$15 minimum wage ordinance.

Dmitri L. Iglitzin – Schwerin Campbell Barnard Iglitzin & Lavitt, Seattle
Rodney B. Younker – Summit Law Group, Seattle
Moderator: Margaret Cary – SEIU Healthcare I 199 NW, Renton

1:45 p.m. Affordable Care Act – The Good, The Bad, and The Ugly

Come hear the nationally renowned ERISA and Benefits practitioner and labor law teacher (and former NPR and Pacifica Radio talk show host) Bill Sokol explain what you need to know about the Affordable Healthcare Act.

The Good: Health insurance for 20-30 million
The Bad: Insurance still costs too much
The Ugly: Devil is in the details; learn about the ACA's practical implications

William Sokol – Weinberg Roger & Rosenfeld, Alameda, CA
Moderator: Daniel A. Swedlow – Group Health Cooperative, Seattle

2:30 p.m. Break

2:45 p.m. Effective Presentation of Damages in Employment Cases

A unique opportunity to hear experienced employment trial attorneys, Judith Lonquist and Kevin Hamilton, and experienced

decision maker and neutral, Ret. King County Judge Paris Kallas, speak on damages in employment cases. The panel will discuss different components of calculating damages and the use of experts. The speakers will also share their experiences and tips for effective presentation of damages at trial, mediation, and arbitration.

Judith A. Lonquist – Law Offices of Judith A. Lonquist, Seattle
Hon. Paris K. Kallas (ret.) – Judicial Dispute Resolution, Seattle
Kevin J. Hamilton – Perkins Coie, Seattle
Moderator: Marie N. Gallagher – Snohomish County Prosecutor's Office, Everett

3:45 p.m. Advanced Psychiatric Disabilities and Leave Issues: Accommodations Beyond Leave

Finding reasonable accommodations for employees with psychiatric disabilities poses unique challenges for both employers and employees. Case law under federal and state law is varied in defining the interactive process, what is considered a reasonable accommodation, what might pose an undue hardship, and what kinds of evidence might support a direct threat defense. Counsel from both sides of the aisle will discuss the Gambini decision and its progeny and share practical advice for handling this difficult issues.

Sean M. Phelan – Frank Freed Subit & Thomas, Seattle
Katheryn Bradley – Lane Powell, Seattle
Moderator: Alexander J. Higgins – Law Offices of Alex J. Higgins, Seattle

4:45 p.m. Complete online evaluations • Adjourn

WSBA, in partnership with the WSBA Labor and Employment Law Section, presents:

14th Annual Labor and Employment Law Conference • Friday, Nov. 21, 2014

Please fill out the registration form and mail or fax to WSBA. To register online, go to www.wsbacl.org/seminars and enter **15416** in the search box.

First Name _____ M.I. _____ Last Name _____

WSBA No. _____ Firm/Company Name: _____

Street Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____

Email _____

We encourage early registration. On-site registration is on a space-available basis.

Coursebook included with price of tuition.

#15416SEA, 11/21/14, attend in Seattle

\$265 Standard Tuition

\$235 Labor and Employment Law Section members

#15416WEB, 11/21/14, attend via webcast

\$265 Standard Tuition

\$235 Labor and Employment Law Section members

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

Payment Information

Check enclosed payable to WSBA

Visa

MasterCard

AmEx

Card No.

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.

Register:

- **Mail:** WSBA, 1325 Fourth Avenue, Suite 600, Seattle, WA 98101-2539
- **Internet:** Register online at www.wsbacl.org/seminars • Order products online at www.wsbacl.org.
- **Phone:** 800-945-WSBA or 206-443-WSBA 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.