



39th Annual

LABOR & EMPLOYMENT LAW SYMPOSIUM

Tuesday, March 5, 2019

Millennium Biltmore Hotel
506 South Grand Avenue, Los Angeles, CA

Breakfast/Registration: 7:30 AM–8:15 AM

Program: 8:15 AM–5:15 PM

7.5 hours CLE credit

Including 1 hr Elimination of Bias
and 1 hr Legal Ethics credit



PROGRAM INFORMATION

Whether you are an experienced practitioner or new to the field of labor and employment law, the Symposium provides a full day of practical information and insight concerning recent developments, strategies, and current trends shaping this continually evolving practice area.

8:20–9:50 AM **An Epic Year: A Review of Recent Employment and Labor Law Cases**

In this fast-paced discussion, our panelists will discuss notable cases and legislative developments in federal and California law with an emphasis on cases of most utility to the employment litigator.

SPEAKERS: Angel James Horacek, Law Offices of Angel J. Horacek
Anthony Zaller, Zaller Law Group, PC

10:00–11:00 AM

BREAKOUT SESSION 1A

Understanding and Using FEHA Regulations in Your Practice

California has a robust and active regulatory body interpreting the state's employment anti-discrimination laws. The DFEH's Director and two experienced employment attorneys will discuss how the process works, how to use FEHA regulations in your practice, and recent changes governing sexual harassment prevention training, national origin discrimination, use of criminal history in employment decisions, and gender identity and expression in the workplace.

SPEAKERS: María G. Díaz, Allred Moroko Goldberg
Ryan Derry, Paul Hastings LLP
Kevin Kish, California Department of Fair Employment and Housing

-OR-

BREAKOUT SESSION 1B

Wage-Hour Class and PAGA Actions: The Trial Lawyer Perspective

Increasing numbers of wage-hour class actions and PAGA cases are going to trial. This panel will address what every practitioner needs to know to take a case from intake, through discovery, and into trial. The seasoned trial lawyers will share tips, identify pitfalls to avoid, and weigh in on critical issues from the plaintiff's and defense side.

SPEAKERS: Kevin T. Barnes, Law Offices of Kevin T. Barnes
Cornelia Dai, Hadsell Stormer & Renick, LLP
Tracey Kennedy, SheppardMullin

11:00–11:15 AM **Break**

11:15 AM– 12:15 PM **Free Speech v. Hate Speech: The Politics and Practicalities of Regulating Employee Speech**

In our increasingly incendiary times, freedom of expression is often on a collision course with restrictions on offensive, hostile, and discriminatory behavior and speech. When does the law mandate such restrictions? When does it forbid such restrictions? Two nationally-recognized scholars will engage in a lively cross-town debate on this and other provocative First Amendment questions that impact the workplace.

SPEAKERS: Jody D. Armour, University of Southern California, Gould School of Law
Eugene Volokh, UCLA School of Law



12:15–1:30 PM Luncheon

Keynote Speaker: Gustavo Arellano, Nationally-recognized author and syndicated columnist; Features Writer, Los Angeles Times; Frequent Contributor, KCRW

1:35–2:35 PM Recognizing and Preventing Unconscious Bias in Your Legal Practice

Science teaches us that even the most well-intentioned individuals possess implicit or unconscious biases or stereotypes against certain social groups. Our panel of experts will help us learn how to recognize our unconscious attitudes and beliefs and find ways to counter these biases. This program qualifies for MCLE credit in the elimination of bias category for attendees under the California State Bar's requirements.

SPEAKERS: Hon. Rupert A. Byrdsong, Los Angeles Superior Court
Katherine M. Forster, Munger, Tolles & Olson LLP
Dr. Sangeeta Gupta, Gupta Consulting Group

2:45–4:00 PM New Rules: Labor Law Under the Trump Board

In this two-part discussion, join Chairman Ring of the NLRB as he discusses significant changes in labor law under the Trump administration, followed by the Los Angeles Regional Directors, union, and management-side panelists who will share their views on the implications of those changes. With issues ranging from joint employer status, administrative rulemaking, work rules, and the spillover of protests and strikes to non-union workforces, learn practical pointers that both labor and employment law practitioners need to know.

SPEAKERS: Nicole Buffalano, Morgan, Lewis & Bockius LLP
William B. Cowen, National Labor Relations Board, Region 21
Kirill Penteshin, UNITE HERE Local 11
John F. Ring, National Labor Relations Board
Mori Rubin, National Labor Relations Board, Region 31

4:00–4:15 PM Break

4:15–5:15 PM How to Avoid Ethical Pitfalls in Your Employment Practice

The new Rules of Professional Conduct became operative on November 1, 2018. Hear their impact on employment law from our panel of distinguished experts. This session qualifies for MCLE credit in the ethics category for attendees under the California State Bar's requirements.

SPEAKERS: Diane L. Karpman, Karpman & Associates
Hon. Michael D. Marcus (Ret.), ADR Services, Inc.
David B. Parker, Parker Mills LLP

5:15–6:30 PM Cocktail Reception

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PROGRAM DETAILS

WHERE: Millennium Biltmore Hotel, 506 South Grand Avenue, Los Angeles, CA

HOTEL PARKING: Valet Parking \$22
Self-parking at Pershing Square \$10 early bird rate

REGISTRATION FEE: Includes admission to all panels; breakfast, lunch, coffee and refreshment service; and the cocktail reception.

MATERIALS: Materials will be provided electronically to those who pre-register, and on a flash-drive to walk-in registrants.

PLEASE NOTE: There will be a limited number of electrical outlets available in the general sessions for participants to use laptops or tablets during the presentations. Internet access will be available.

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