

OLI
*We raise
the Bar*

OREGON LAW INSTITUTE OF LEWIS & CLARK LAW SCHOOL

2015 Annual Employment Law Update

Oregon's premier employment and labor law CLE returns this year with a stellar lineup of speakers bringing you the latest practice tips, case law updates, statutory and legislative developments, and legal analysis of the issues affecting employment law practice in the state.

Whether you are a business attorney, general practitioner, employment lawyer, or HR professional, don't miss this opportunity to hear about the latest legal trends and practice strategies in employment law.



LIVE PRESENTATION

May 15, 2015

8:30 a.m. – 4:15 p.m.

Crowne Plaza Portland
Downtown Convention Center
1441 NE 2nd Avenue
Portland, Oregon

5.5 General *and*
1 Ethics MCLE Credits

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Portland Office of City Attorney

Program Schedule

8:00 a.m. CHECK-IN AND CONTINENTAL BREAKFAST

8:30–9:45 **Case Law Update.** This popular session offers a review of the most important labor and employment law decisions of the past year with an emphasis on Oregon and Ninth Circuit law. Most importantly, it will provide you with practical methods of dealing with the new case law. – *Richard F. Liebman*

9:45–10:15 **How to Get Fired Because You Were an Idiot (or Misunderstood) on Social Media.** The Internet never forgets. As social media becomes more ubiquitous, so too do unintended consequences affecting employment, including diminishing privacy and First Amendment protections. Learn from examples of Things Going Horribly Wrong to help your clients (and yourself) to not be “That Guy” in posts, tweets, blogs and communication. – *Simon Whang*

10:15–10:45 **Social Media: What Happens in Vegas....Ends Up on Facebook.** We’ll spend 30 minutes reviewing the latest guidance from the NLRB on social media issues, including dos and don’ts in crafting a social media policy. – *Anil S. Karia*

10:45–11:00 BREAK

11:00–11:45 **Oregon 2015 Legislative Update.** This session covers a wide variety of proposed employment-related legislation including:

- Wage and hour legislation on minimum wage, pay discrimination, protections for wage-related inquiries, aider and abettor liability
- Civil rights legislation on familial status, use of criminal conviction records, workplace bullying, social media accounts, and more;
- Bills on paid sick leave, firefighting leave, expansions of OFLA rights, and domestic violence leave

– *Dan Grinfas*

11:45–12:30 **Tax Issues and Litigation Settlements: The Only Thing Standing Between You and Lunch.** This brief and very interesting pre-lunch session will address tax considerations of litigation settlements, payments to plaintiffs and their lawyers, and releases.

Also discussed will be what makes personal injury cases different, why what’s best for the plaintiff isn’t always best for the defendant, and how to allocate settlement payments to different claims in a way that the revenue authorities may understand. – *Valerie Sasaki*

12:30–1:30 LUNCH (on your own)

1:30–2:15 **Oregon’s Marijuana Laws and the Workplace**

- History of medical marijuana employment issues
- Current law, as it is
- What should employers do/recommend when not using drug tests
- Considerations for employers that allow consumption on site (dispensaries)

– *Paul T. Loney*

2:15–3:00 **Everyone’s Got the Fever: Paid Sick Leave in Portland, Eugene and Statewide.** This program will explain compliance requirements in Portland, Eugene, and a potential Statewide law including:

- Key definitions of covered employers and eligible employees
 - Minimum accrual rates
 - Notice and use requirements
 - Verifying absences
 - Potential pitfalls
 - Enforcement mechanisms
- *Amy L. Angel*

3:00–3:15 BREAK

3:15–4:15 **NSA Esquire: The Ethics of Employee Investigations and Monitoring**

- Monitoring or accessing employee email / social media / other data
 - Purloined documents
 - Surreptitious recording
 - Pretexting
- *Nellie Q. Barnard, Calon Nye Russell*

4:15 p.m. ADJOURN

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Program Products

Even if you cannot attend, you can still get the program on CDs or DVDs. Use the order form in this brochure to order your set today! OLI Annual Pass holders may purchase the products at 50% off the full retail price.

Questions?

Please call OLI at (503) 768-6580 in Portland or toll-free in Oregon at (800) 222-8213, e-mail us at oli@lclark.edu, or visit our website at <http://go.lclark.edu/oli>.

Registration/Order Form

Name _____ OSB No. or Profession _____

Firm/Organization _____

Street Address _____ City/State/Zip _____

Phone _____ E-mail _____

TUITION: Registration includes electronic course materials. Printed materials are available for an additional \$15. (A link to a PDF of the materials will be emailed prior to the seminar date.)

EARLY LIVE REGISTRATION (received by May 11, 2015):

- \$189** Early registration
- \$139** New attorneys (admitted 2013-2015) and legal staff
- \$95** Legal aid attorneys
- \$15** OLI Passholder (OLI Pass No. _____), law students, and Oregon judges and their lawyer staff
- \$15** Attorneys attending with their mentor from an approved Bar Mentor Program (call OLI or go to <http://go.lclark.edu/oli> for details). Mentor's name: _____
- \$15** Print materials
- \$20** *Add to above tuition if registration received after May 11, 2015*

WEBCAST REGISTRATION: Can't attend in person? OLI offers a simultaneous live webcast option allowing you to "attend" the program from the convenience of your office. This program will be broadcast LIVE online on Friday, May 15, 2015, starting at 8:30 a.m. Pacific Time. You may access this event from anywhere with an established internet connection. The webcast will include video and audio of the speakers and seminar handout materials. To register for the live webcast, please go to our website at <http://go.lclark.edu/oli> and click on "Webcasts."

DVDs, CDs, AND COURSE BOOKS:

I am unable to attend. Please send me:

- \$209** Audio CDs and print course book
- \$309** DVDs and print course book
- \$59** Print course book only
- Deduct 50% from product order if you are an OLI Passholder (OLI Pass No. _____)
- \$9.00 Note: Add \$9.00 shipping and handling fee to above product orders.**

ENCLOSED IS \$ _____ BY:

- Check payable to Oregon Law Institute (OLI)
- Credit Card: Acct. # _____ - _____ - _____ - _____
 - VISA MasterCard Discover AmEx
- Exp. Date: ____ / ____ Signature: _____

CONFIRMATION: Confirmation will be sent via e-mail.

CANCELLATION POLICY: Tuition minus a \$20 handling charge will be refunded if the cancellation request is *written and received* by Monday, May 11, 2015.

NEED ASSISTANCE: If you are a person with a disability, please let OLI know in time to make any necessary accommodations for you.

TUITION ASSISTANCE: A limited number of scholarships are available based on financial need. Contact OLI.

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