

AALRR Speakers Announced for December

As 2017 draws to a close, Atkinson, Andelson, Loya, Ruud & Romo attorneys will be ending the year with a full schedule of speaking engagements at conferences, trainings, and more. The busy month begins at CALPELRA's 2017 Annual Conference held in Monterey, where four attorneys will present on topics pertinent to California public sector employers, including how to conduct workplace investigations, how to respond to workplace violence, and how police departments can avoid common lawsuits. Later in December, three attorneys will speak to education professionals in Southern California about Title IX compliance. In addition to the speaker events listed below, AALRR attorneys will continue to present at firm-sponsored Breakfast Briefings and trainings throughout the month. Breakfast Briefings will specifically focus on employment law tips and trends for 2018, while trainings will focus on what employers need to know about the #MeToo movement.

If you're attending the following events, we hope you'll join us at our presentations:

CALPELRA 2017 Annual Conference Monterey Convention Center, December 4-8, 2017

He Said/She Said/They Said: But Who To Believe?
Wednesday, December 6, 10:30-12:00 pm

In many workplace investigations, the main witnesses contradict each other. As the investigator, you still must make factual findings. How do you decide which witnesses to credit and which ones to discredit? How do you determine what actually happened? In this session, attorneys Kevin Dale and Nate Kowalski will discuss the credibility factors seasoned investigators use to make these determinations, including plausibility, consistency, contradictions, demeanor, motive, candor, and context. With real-world examples and fact-based hypotheticals, this session will sharpen this indispensable tool in your investigation tool kit.

Responding to Workplace Violence: An Overview of Violence in the Workplace and Effective Tools for Employers to Combat It
Thursday, December 7, 3:30-5:00 pm

Public employers are not immune from workplace violence. It is imperative that employers are able to identify employees who may "go postal" and react to credible threats of violence in the workplace. This session, which features attorneys Nate Kowalski and Alfonso Estrada, will provide a historical analysis of the evolution of violence in the American workplace and offer their personal experiences in obtaining workplace violence restraining orders. You'll learn about the intricacies of petitioning for a workplace restraining order, and about the benefits and protections a workplace violence restraining order can provide an employer.

The Top Three Lawsuits by Police Officers and How To Avoid Them
Thursday, December 7, 1:30-3:00 pm

The confrontational nature of law enforcement makes police departments prime targets for litigation. Often, however, the most challenging cases to defend are lawsuits initiated by an

agency's own officers. It is critical that management recognize the scenarios that most commonly lead to police officer litigation. In this session, attorneys Alfonso Estrada and Jay Trinnaman, will discuss some of the most prevalent police officer claims faced by departments, including retaliation for protected activity under the First Amendment, complaints stemming from romantic relationships within the police department, and violations of POBR rights.

Complimentary Professional Development Series

North County Regional Educational Center, San Marcos, December 15, 2017

Sweetwater UHSD Professional Development Center, Chula Vista, December 18, 2017

Title IX Compliance and Handling Title IX Complaints

Friday, December 15, 8:00-10:00 am (San Marcos)

Monday, December 18, 8:00-10:00 am (Chula Vista)

This presentation, the third in the Complimentary Professional Series jointly sponsored by AALRR and San Marcos Unified School District, will familiarize participants with how to remain in compliance with Title IX rules and regulations, and offers important details in how employees and employers can better manage Title IX complaints should they arise. This complimentary breakfast presentation will feature attorneys Mark Bresee, Amy Estrada and Alyssa Ruiz De Esparza. Previous presentations in the series featured discussions regarding disability discrimination claims and maintaining diversity and equity in hiring.

About the Presenters



Kevin Dale, a partner at AALRR, provides employment law and general counsel services to a variety of clients including cities, counties, special districts, and school and community college districts. Mr. Dale also serves as chief labor negotiator to numerous public agencies. As a workplace investigator, Mr. Dale has conducted highly sensitive investigations involving allegations against public officials, police officers, firefighters, miscellaneous employees, and agency management. Mr. Dale prides himself in providing cost-effective services and assisting clients in finding practical solutions to legal issues.



Nate Kowalski is a partner at AALRR and Chair of the firm's Public Entity Labor and Employment Practice Group. Mr. Kowalski is an accomplished labor and employment lawyer who represents public agencies in state and federal court, before arbitrators, personnel boards and civil service commissions, and in administrative agencies such as the Public Employment Relations Board. He has achieved remarkable results and decisive victories for a number of prominent public agencies, including the City of Long Beach, the Metropolitan Water District of Southern California and more than a dozen Superior Courts across California.



A partner at AALRR, Mr. Estrada represents public and private sector employers in all aspects of labor and employment law, including discrimination, harassment, retaliation, free speech, privacy, and employee discipline. When employment issues escalate into litigation, Mr. Estrada handles all stages of the litigation process to trial. He gained significant trial experience during his various assignments in the Los Angeles District Attorney's Office, and was assigned to the Clara Shortridge Foltz Criminal Justice Center in Downtown Los Angeles. Prior to joining AALRR, Mr. Estrada worked extensively with law enforcement unions.



Jay Trinnaman is a partner at AALRR. He represents public sector employers in all matters of labor and employment, including disciplinary and grievance arbitrations, unfair labor practice charges before PERB, collective bargaining, and more. Prior to joining AALRR, Mr. Trinnaman represented public safety officers and associations, including serving as in-house counsel for the California Organization of Police and Sheriffs. He has an extensive background in all matters pertaining to the Public Safety Officers Procedural Bill of Rights Act and brings a unique perspective when working with employers to resolve their labor disputes.



Mark Bresee is a partner in AALRR's San Diego office, and represents California public school and community college districts and county offices of education. His areas of practice include all aspects of labor and employment law, student issues including attendance and discipline, constitutional issues related to staff and students, the Brown Act, charter schools, statutory writ proceedings, and Public Records Act compliance. He has broad litigation experience in state and federal courts and with the Office of Administrative Hearings and the Public Employment Relations Board.



Amy Estrada is a senior associate in the San Diego office. She represents school districts, county offices of education, and community colleges in San Diego, Orange, and Imperial counties. Ms. Estrada assists education administrators with a variety of personnel and general education issues, including certificated and classified discipline and dismissal; workplace and student investigations; Uniform Complaint investigations and responses; conflicts of interest and Form 700 reporting; collective bargaining issues; and defending employers against allegations of discrimination.



Alyssa Ruiz de Esparza, an associate at the firm's San Diego office, represents California school districts, county offices of education, and community colleges in education law. Ms. Ruiz de Esparza provides assistance to education administrators on a variety of personnel and general education issues, including certificated and classified discipline and dismissal; Uniform Complaint investigations and responses; charter school matters; and defending employers against allegations of discrimination with the Department of Fair Employment and Housing and the Equal Employment Opportunity Commission.