

## News: Firm News

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January 12, 2018

### AALRR Speakers Announced for January

Atkinson, Andelson, Loya, Ruud & Romo attorneys will ring in 2018 all over the state with presentations and speaking engagements focusing on rules and regulations enacted on the first of the year, and at conferences and workshops focused on providing HR professionals, educators, and many others with the tools they need to achieve a successful new year.

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

#### **PIHRA Legal Update**

*Tuesday, January 9 Riverside Convention Center*  
*Wednesday, January 17, JW Marriott Los Angeles*  
*Thursday, February 1, Anaheim Marriott*

The 2018 PIHRA Legal Update features three one-day programs held in Riverside, Los Angeles, and Anaheim. The following presentations will occur at the same time at each location:

*A Case Study: EEOC Focus on Disability in 2018*  
9:45-10:45am

The EEOC closed out its year with a wave of lawsuits against numerous companies with a strong focus on disability discrimination. This session, with attorney [Amber Solano](#), will focus on employer mistakes and tips to properly provide reasonable accommodations for employees with disabilities.

*Responding to Workplace Violence: An Overview of Violence in the Workplace*  
9:45-10:45am

No employer is immune from workplace violence. It is imperative that employers be able to identify employees who may cause others harm and react to credible threats of violence in the workplace. This session, with attorney [Paul Fleck](#), will provide a historical analysis of the evolution of violence in the American workplace, offer tips and strategies to keep your workforce safe.

*One Toke Over the Line: The Growing Specter of Marijuana in the Workplace*  
11:00am-12:00pm

With California now officially a part of the national trend towards legalized recreational marijuana, the drug is more common place than ever. With this changing legal landscape, it is critical that employers understand their rights in addressing employee drug use. When and how can a employer conduct drug testing? What is the scope of acceptable drug use in the workplace? Join attorney [William Betley](#) for a discussion of these timely issues to ensure that your company is not left high and dry.

#### **HRCC 2018 Labor Law Update**

Madonna Inn, San Luis Obispo  
Tuesday, January 9, 11:15am-1:15pm

In this presentation, attorney [Robert Wenzel](#) will provide a labor law update to the HRCC Group in the Central Valley. Topics to be covered include hiring issues (salary history, e-verify, and changes to the Form I-9), pay issues (minimum wage, equal pay, and paid sick leave), tech issues, alternative workplace arrangements (independent contractors, gig economy, and temporary employees), and what's new in the law (new legislation for 2018 and significant employment case law from 2017.)

#### **HRKN 2018 Employment Law Update**

The Lakes at El Segundo  
Saturday, January 13, 9:30am-12:00pm

Join AALRR partner [Jonathan Judge](#) to discuss the important, and sometimes unexpected, implications of recent employment trends. This event will explore several need-to-know updates and provide commentary and analysis of specific employment issues, such as hiring issues (salary history, e-verify, and changes to the Form I-9), pay issues (minimum wage, equal pay, and paid sick leave), tech issues, alternative workplace arrangements (independent contractors, gig economy, and temporary employees), and what's new in the law (new legislation for 2018 and significant employment case law from 2017.)

### **CSP Inland Empire Chapter: 2018 Legal Update**

Market Broiler, Ontario

Tuesday, January 16, 11:30am-1:00pm

One of the greatest challenges for employers in California is keeping abreast of legal developments. Each year brings new court decisions, laws, and regulations that impact how organizations conduct business. In this program, AALRR partner [Susan Steward](#) will discuss the key development in employment law and issues of current concern for employers in California. Participants in this discussion will learn the latest employment-related laws and regulations that will impact California employers in 2018 and beyond, learn best practices based on court decisions in 2017, and learn current trends in employment litigation and tips for minimizing your organizations exposure to litigation.

### **2018 ACSA Negotiators' Symposium Westin San Diego, January 17-19, 2018**

#### *Keynote Speech*

Wednesday, January 17, 11:45am-1:45pm

Tony De Marco will give the keynote speech at the ACSA Negotiator's Symposium.

#### *Navigating the Unit Mod Process*

Wednesday, January 17, 1:45-3:15pm

Do you know what to do, and what you can do, when your district receives a petition for unit modification? Please join AALRR attorneys Mark Bresee, Amy Estrada, and [Tony De Marco](#) for a discussion of the basics regarding what a petition for unit modification is, what timelines apply, and what bases exist to challenge these petitions before the Public Employment Relations Board.

#### *Negotiating Evaluation Procedures*

Thursday, January 18, 10:15-11:45am

Join [Mark Bresee](#) for a presentation on negotiating evaluation procedures.

#### *New Laws and Innovative Ideas to Update Your Contract Language*

Thursday, January 18, 1:45-3:15pm

Do you know what to do, and what you can do, when your district receives a petition for unit modification? In this presentation, Attorney [Bill Diedrich](#) will hold a discussion of the basics regarding what a petition for unit modification is, what timelines apply, and what bases exist to challenge these petitions before the Public Employment Relations Board.

#### *Negotiations for HR Administrators: Total Compensation in the New Paradigm*

Thursday, January 18, 3:30-5:00pm

Entering the world of negotiations invites a new collection of acronyms, approaches, rules, regulations, and practical, political and legal considerations. This session, with attorney [Todd Goluba](#), will provide a start to finish overview of the process for new HR administrators — and a review for those more seasoned — mixing in a collection of war stories, lessons, and “dos and don'ts” for success at the table.

#### *Negotiating the New Requirements Concerning Union Participation in Employee Orientations*

Friday, January 19, 10:15-11:45am

Negotiating the new requirements concerning union participation in employee orientations 2017 saw many important changes in the law regarding union rules and regulations. This session, held with AALRR attorneys [Bill Diedrich](#) and [John Dietrich](#), will provide an in-depth analysis on the key changes you and your staff should know to ensure a smooth start to the New Year.

### **The Future of Public Pensions and Vesting in California**

Cerritos Library  
Thursday, January 18, 11:00am-1:15pm

In this presentation, AALRR Attorney [Jorge Luna](#) will provide the Southern California Public Labor Relations Council with a presentation on The Future of Public Pensions and Vesting in California. Following the presentation, a complimentary lunch will be served, and the Labor Council will hold its usual round table discussion, whereby employers share information regarding the status of negotiations and other important and timely employee relations issues.

**Southern California Regional Excess Liability Fund Conference  
Rancho Mirage**

*Proactively Responding to Federal Investigations: Title IX and OCR Compliance Reviews*  
Thursday, January 18, 1:15pm

Attorneys [Gabriel Sandoval](#) and [Todd Robbins](#) will jointly host this talk on proactively responding to federal investigations.

**CAAASA Leadership Training: Breaking the Glass Ceiling**  
San Diego County Office of Education  
Saturday, January 20, 2018

This training, held by the California Association of African-American Superintendents and Administrators, aims to create a more diversified workforce in California's schools by implementing strategies to increase upward mobility to positions of leadership for people of color. Join AALRR attorney [Guy Bryant](#) as he speaks on this important topic.

**Labor and Employment Law Update: Tips and Trends for 2018**  
ABC Central California Training Facility  
Tuesday, January 23, 9:00-11:00am

What rules for the workplace does your business need to know in the new year? Join partner [Tom Lenz](#) as he discusses key Tips and Trends for 2018.

**Marin County EAC 2018 Labor Law Update and Harassment Prevention Seminar**  
Four Points by Sheraton, San Rafael  
Wednesday, January 24, 8:00am-3:00pm

Join attorney [Bill Betley](#) for a 2018 labor law update to hear the latest employment-related developments, learn to identify and address risky employment practices and obtain tools, and receive useful tips and strategies to reduce your organizations exposure to employment-related litigation. The second half of the program will focus on Harassment Prevention Training, covering the importance of an anti-bullying policy to your organization, how to create a safe and respectful work environment, how to avoid potential problems, and what to do should they develop.

**Cerritos Chamber 2018 Labor Law Workshop**  
Cerritos Library, Skyline Room  
Thursday, January 25, 8:30-10:30am

Join AALRR partner [Ann Smith](#) as she provides a Labor Law Update to the Cerritos Chamber members.

**SWACC Annual Conference  
Miramonte Indian Wells Resort & Spa**

*Social Media: Best Practices and Being Alert to Pitfalls*  
Thursday, January 25, 9:30-10:30am

Faculty, trustees, and administrators use social media as a means of communicating with students, constituents, and with each other. This session, with AALRR's [Sharon Ormond](#) and [Shawna McKee](#), will review social media do's and don't's from a legal and public relations perspective. While the use of social media has certain benefits, this session will focus on discussing its potential pitfalls when used in the educational setting.

**ACSA Superintendents Symposium  
Monterey Convention Center**

*Charter School Authorization*

Thursday, January 25, 10:00-11:00am

Join attorney [Sukhi Ahluwalia](#) for a presentation on the ins and outs of Charter School Authorizations.

### **2018 Labor Law Update**

Pico Rivera Chamber of Commerce

Thursday, January 25, 12:00-1:30pm

2017 will not be remembered for any ground-breaking employment cases or legislation, but rather, societal changes arising from an October 5 New York Times report revealing sexual harassment allegations against Harvey Weinstein. The inevitable litigation arising from the increase in sexual harassment reports and complaints will likely dominate headlines in 2018. At the same time, fallout from the 2016 election will transition to debates and developments leading to the 2018 elections, and technology will continue to change the way employers interact with employees. Attorneys [Timothy Wojcik](#) and [Andres Hurwitz](#) will add context to these big changes in their 2018 Labor Law Update.

### **CCLC Effective Trusteeship Workshop & Board Chair Workshop Sheraton Grand Hotel, Sacramento**

*Introduction to the Brown Act*

Friday, January 26, 1:00-2:45pm

AALRR attorney [Todd Goluba](#) will present an introduction to the Brown Act to the Community College League of California.

### **Association of State Democratic Chairs Winter Meeting Hotel Maya, Long Beach**

*Sexual Harassment Presentation*

Saturday, January 27, 11:00am

Join AALRR's [Meredith Brown](#) and ESS Consultant Laura C. Benson for a presentation on sexual harassment.

### **Paid Sick Leave Update: Policies & Procedures in an Evolving Workplace**

Webinar

Monday, January 29, 10:00-11:30am

This webinar, hosted by AALRR attorney [Bill Betley](#), will discuss employer's requirements to provide employees with paid sick leave each year. Make sure your organization's policies and procedures are compliant with state and federal laws. We will provide a detailed analysis of the paid sick leave law and provide answers to some of the more difficult questions regarding compliance. The topic will also provide practical practice tips to handle this employee benefit.

### **Gavilan EAC: Hiring and Firing within the California Law**

Hilton Garden Inn, Gilroy, California

Wednesday, January 31, 7:30-10:00am

Hiring the right candidates is essential to developing a successful organization. A wrong decision can result in the loss of time and money, while the right choice can contribute to organizational growth and have a positive impact on the work environment. At this presentation, held with AALRR's [Paul Fleck](#), participants will learn best practices for hiring including vetting applications, current background check requirements, and other pitfalls to avoid when hiring.

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