



Seyfarth Shaw's
2005 West Coast
Labor and
Employment
Law Symposium

Thursday, October 20
The Beverly Hills Hotel

Tuesday, November 1
The Hilton San Francisco Hotel

Thursday, November 3
The Sheraton Grand Sacramento

Breadth. Depth. **Results.**

Program

Digital HR

Welcome to the age of the digital workplace. Human resource professionals should know the new fundamentals regarding Internet recruiting, the E-Signature Act, digital record retention, monitoring employee communications, the paperless payroll, employee identity theft, and pre-litigation planning. Federal and state laws are fast changing to accommodate the digital workplace and this workshop will help you keep pace.

Wage Hour Developments

There is currently a war taking place between the Schwarzenegger Administration and the labor unions/trial attorneys over California's wage and hour laws. The Administration is attempting to enact reasonable regulations and issue precedent decisions, clarifying meal and rest period requirements and partial day deductions from vacation banks, among other employer obligations and employee rights. This workshop will update you on who is winning the war and the major developments that affect your day-to-day operations.

Employee Leave Laws

Year in and year out, this is our best-attended workshop. There always seem to be countless questions regarding the various leave laws, disability discrimination protections and workers' compensation laws. This workshop is designed to address the newest and most difficult of those questions. We will provide an update on the major new leave law developments and practical guidance on necessary changes to your policies and practices.

Domestic Partner Rights

In the past year, California courts have been busy interpreting and applying the California Domestic Partner Rights and Responsibilities Act. As a result, what was mired in uncertainty two years ago has now become clearer. This workshop will provide an update on an employer's responsibilities under the Act and applicable local ordinances, as well as practical guidance on how to incorporate into company policies new workplace rights for registered domestic partners.

Executive Employment Contracts

How does an employer use an employment agreement to attract top talent to executive positions without "giving away the farm"? What are the legal fundamentals that every executive employment agreement should include? What are the new legal requirements regarding deferred compensation? What does an effective change of control provision look like? These are just a few of the questions we will answer in this workshop.

Traditional Labor Law Update

With the break-up of the AFL-CIO, the labor movement is at a crossroads. This workshop will discuss the practical consequences of the break-up as well as other significant developments in "traditional labor law", including the Department of Labor focus on union financial disclosures and key decisions from the NLRB. Seyfarth Shaw California attorneys have spent the past two years advising clients engaged in labor disputes of nationwide importance, including the Southern California grocery and the Northern California hotel strikes, and we look forward to sharing our experiences in this workshop.

Managing Our Aging Work Force

It was inevitable, but the transition of a substantial segment of the American work force into protected age status is upon us. And recent court decisions have expanded the rights of these individuals against age discrimination. Captained by our partner who recently co-authored the comprehensive treatise on this subject, "Age Discrimination in Employment Law", the team presenting this workshop will provide suggestions for meeting the challenges posed by these demographic and legal trends.

SOX And The Single HR Professional

The Sarbanes-Oxley Act imposed new burdens on employers and their in-house counsel and HR departments. But meeting these burdens not only can result in business benefits for employers, it also can enhance the status of the lawyers and HR professionals who help their employers meet them. It is an opportunity for them to "get a seat at the executive management table". In this workshop we will discuss what SOX requires of employers, what the role of in-house counsel and the HR department should be, and how they all can turn the burdens of this law to their individual and collective benefit.

Class Action Strategies

Everyone who has attended our Symposiums over the past several years knows about the dramatic increase in the number and variety of employment-related class actions in California. And recent Court decisions actually make it easier for plaintiffs' lawyers to plead and maintain such actions on behalf of potentially millions of class members. This workshop is intended primarily to meet the needs of in-house lawyers and HR executives who may be called upon to work with outside counsel to develop and implement sophisticated class action litigation strategies.

Seyfarth Shaw's Labor and Employment Law Audit

There is nothing like winning a lawsuit, right? Wrong – there is nothing like not getting sued. And although there are no guarantees, the risk that your employer will get sued will be reduced substantially if it can be sure that its house is in order ahead of time. We have been advocating labor and employment audits for many years, but now we have our own comprehensive audit format. In this workshop, we will discuss the audit process, generally, explain and demonstrate our audit product, and solicit the feedback of our participants.

Recent Developments in Affirmative Action.

Are you up to speed on the OFCCP's proposed guidance regarding pay equity analysis? Do you know about the agency's plans to change how it selects contractors for compliance evaluations? Are you aware of the key issues in your applicant data that could cost you thousands or even millions of dollars in backpay? Attend this workshop and learn about these and other significant developments in affirmative action compliance.



Breadth. Depth. Results.

Registration Information

The cost to attend the symposium is \$275 for the first participant from an organization, and \$250 for each additional participant from that same organization. Please register online at www.seyfarth.com/events. Checks should be made payable to Seyfarth Shaw LLP and mailed to the contact person at the location to be attended. For more information, or to mail payment, please contact:

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Hotel Accommodations

If out-of-town accommodations are needed, you may contact the following locations to reserve a room:

The Beverly Hills Hotel
9641 Sunset Boulevard
Beverly Hills, CA 90210
310.276.2251

The Sheraton Grand Sacramento
1230 J Street
Sacramento Ca 95814
916.447.1700

The Hilton San Francisco Hotel
333 O'Farrell Street
San Francisco, CA 94102
415.771.1400

Guests must indicate their affiliation with the Seyfarth Shaw event when making guestroom reservations.

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Continuing Legal Education (CLE) Credit

This symposium has been approved for MCLE credit by the State of California. Seyfarth Shaw LLP certifies that this activity conforms to the standards for approved education activities prescribed by the rules and regulations of the State Bar of California governing continuing education.

PHR and SPHR Credit

This program has been approved for 5.5 recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI homepage at www.hrci.org.