



Oregon Law Institute
of Lewis & Clark Law School

2014 Annual **Employment Law Update**

*Make sure you
know about the
new developments
in employment law!*

This year's annual employment law update again offers the latest case law and statutory developments, valuable practice tips, and legal analysis of issues affecting employment law practice in Oregon by some of the most knowledgeable and experienced practitioners in this area.

If 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.

Friday, May 30, 2014

Ambridge Event Center
1333 NE Martin Luther King Jr. Blvd.
Portland, Oregon

4.75 General and 1 Ethics MCLE Credits

SCHEDULE

8:00 a.m.	REGISTRATION AND CONTINENTAL BREAKFAST
8:30–9:30	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. – <i>Richard F. Liebman</i>
9:30–10:15	Avoiding the Plague of Class Action/Representative Action Wage and Hour Suits ■ The wage and hour audits: The best way to avoid class/representative actions ■ Mandatory arbitration agreements as a condition of employment ■ Use of waiver clauses to avoid class/representative actions and force individual arbitration – <i>Henry H. Drummonds</i>
10:15–10:30	BREAK
10:30–11:00	2014 Legislative Update and What to Expect in 2015 – <i>Margaret S. Olney</i>
11:00–11:45	Correctly Using Independent Contractors in Oregon—2014 Case Law Update ■ “Misclassification” and the potential federal and state liabilities ■ Will your “independent contractors” be reclassified as employees? ■ Tools to help your clients structure their relationships to reduce the risk of reclassification ■ Drafting tips to avoid employment-status “red flags” – <i>Dan Webb Howard</i>
11:45–1:00	LUNCH (on your own)
1:00–1:45	PDRx: Portland Sick Leave Dosage and Use ■ Who is an eligible employee ■ The minimum accrual rate ■ Notice and use requirements ■ Other rights and responsibilities of both employers and employees – <i>Amy L. Angel</i>
1:45–2:30	Settlements and Judgments ■ Understanding the tax consequences; yours and theirs – <i>Craig D. Vagt</i>
2:30–3:30	Evolving Trends of “Off-Duty” Conduct: Social Media and Marijuana Laws ■ The ethics of using technology to monitor workers ■ Considering the attorney-client privilege: when is “off-duty” really “off-duty” ■ Advising clients and employers regarding drug laws ■ Considering how marijuana laws affect drug-testing policies – <i>David J. Elkanich</i>
3:30 p.m.	ADJOURN

Program Faculty

Amy L. Angel

Barran Liebman LLP

Henry H. Drummonds

Lewis & Clark Law School

David J. Elkanich

Holland & Knight LLP

Dan Webb Howard

Gleaves Swearingen LLP

Richard F. Liebman

Program Planner

Barran Liebman LLP

Margaret S. Olney

Bennett Hartman Morris & Kaplan LLP

Craig D. Vagt

Talbot, Korvola, & Warwick, LLP

LIVE PRESENTATION

Portland – May 30, 2014

Ambridge Event Center

1333 NE MLK Jr. Blvd.

MCLE CREDIT

2014 Annual Employment Law

Update will receive **4.75** General
and **1 Ethics** MCLE Credits.

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 Passholders may purchase OLI program 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>.

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2014 Annual Employment Law Update

Friday, May 30, 2014

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TUITION

Registration includes electronic course materials. Print materials are available for an additional \$15.00.
(A link to a PDF of the materials will be emailed prior to the seminar date.)

- ☐ \$189 Early registration (received by May 26, 2014)
- ☐ \$139 New attorneys (admitted 2012–2014) and legal staff (received by May 26, 2014)
- ☐ \$95 Legal aid attorneys (received by May 26, 2014)
- ☐ \$15 OLI Passholder (Pass No. _____), Oregon judges and their lawyer staff, and law students (received by May 26, 2014)
- ☐ \$15 Print materials
- ☐ \$20 **Add to above tuition if registration received after May 26, 2014**

LIVE WEBCAST REGISTRATION

This program will be broadcast LIVE over the internet on Friday, May 30, 2014, 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 — all on your computer! To register for the live webcast, please [click here](#) or go to our website at <http://go.lclark.edu/oli> and click on "Webcasts."

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OLI, including credit card information.

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 26, 2014.

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.

QUESTIONS? Call (503) 768-6580 or (800) 222-8213. Check out our website at <http://go.lclark.edu/oli> or e-mail us at oli@lclark.edu.