

2005 Annual

Employment Law Update

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, JUNE 10, 2005

Oregon Convention Center
777 NE Martin Luther King Jr., Blvd.
Portland, Oregon

5.25 General and 1 Elimination of Bias
MCLE Credits

SCHEDULE

8:15 A.M. LATE REGISTRATION AND DISTRIBUTION OF MATERIALS

8:40 WELCOME AND INTRODUCTION

8:45 - 9:45 **Navigating the Human Resources
Bermuda Triangle — FMLA, OFLA, ADA**

- Whirlpools of “strict liability”
- High seas of intermittent leave
- Reefs of “interactive process”
- Maelstroms of coordinating leave rights
 - *Paul C. Buchanan*
 - *Eileen Drake*
 - *Dana L. Sullivan*

9:45 - 10:00 BREAK

10:00 - 11:15 **Highlights, Trends, and Important Case Decisions**

- 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*

11:15 - 12:00 **Federal Court Trends and Tips**

- What the numbers reveal: past and present
- Predicting the future: electronic discovery rules and class actions
- A judge’s recurring nightmare: summary judgment motions
 - *Hon. Janice M. Stewart*

12:00 - 1:15 LUNCH (on your own)

1:15 - 2:00 **When the Empire Strikes Back —
Whistle Blowing and Retaliation Claims**

- Fundamentals of whistle blowing/retaliation claims, including Sarbanes-Oxley claims
- Case law review of recent decisions from state and federal courts
- Practical tips from plaintiff’s and defense counsel on litigating claims and advising clients
 - *Susan K. Eggum*
 - *Richard R. Meneghello*

2:00 - 2:30 **Conducting Effective Internal Investigations**

- Anatomy of an investigation
- When to use in-house vs. external investigators
- Preparing and using investigation reports
 - *Karen Saul*

2:30 - 2:45 BREAK

SCHEDULE (cont.)

2:45 - 3:45

Beyond Affirmative Action: Workplace Diversity Initiatives

- Recent developments in the law related to affirmative action
- The expansion of diversity initiatives beyond race and gender
- Diversity initiatives in the private and public sector workplace
- Recommendations for retaining a diverse workforce
 - *Ryan J. Hagemann*
 - *Edward J. Reeves*
 - *Renee E. Starr*

3:45 - 4:15

Discipline, Documentation, and Discharge of Problem Employees

- Practical tools for crafting appropriate performance management documentation
- Meaningful performance review processes
- When all else fails: termination guidelines
 - *Eve L. Logsdon*

4:15

ADJOURN

Program Faculty

Paul C. Buchanan

Stoel Rives LLP

Eileen Drake

PCC Structural, Inc.

Susan K. Eggum

Susan K. Eggum, P.C.

Ryan J. Hagemann

*Board Secretary, Office of the
State Board of Higher Education,
Oregon University System*

Richard F. Liebman

Barran Liebman LLP

Eve L. Logsdon

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Renee E. Starr

Stoel Rives LLP

Hon. Janice M. Stewart

U.S. Magistrate Judge

Dana L. Sullivan

*McKanna Bishop Joffe & Sullivan
LLP*

Bradley F. Tellam

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Barran Liebman LLP*

LIVE PRESENTATION

Portland – 6/10/05

Oregon Convention Center
777 NE MLK Jr. Blvd.

MCLE CREDIT

2005 Annual Employment Law Update
will receive **5.25** General and **1**

Elimination of Bias MCLE credits.

PROGRAM TAPES

Even if you cannot attend, you can still get the program on audiotape or videotape. Use the order form in this brochure to order your set today! OLI Annual Passholders may purchase the tapes 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 Web site at www.lclark.edu/org/oli.

VIDEO REPLAYS

Please register at least one week prior to the replay date.

Bend – 6/24/05

Replay 8:30 a.m.
Bryant Lovlien & Jarvis
591 Mill View Way

Eugene – 6/17/05

Replay 8:30 a.m.
Harrang Long Gary & Rudnick, P.C.
360 East 10th Avenue, Ste. 300

Medford – 6/17/05

Replay 8:30 a.m.
Kellington Krack Richmond
Blackhurst & Glatte LLP
23 Newtown Street

Portland – 6/29/05

Replay 9:00 a.m.
Oregon Law Institute
Gus J. Solomon Courthouse,
620 S.W. Main St., Suite 706

2005 Annual Employment Law Update

Friday, June 10, 2005

Name OSB No. or Profession

Firm/Organization

Street Address

City/State/Zip

Phone

Fax

E-Mail

Please "✓" appropriate box below:

- Live presentation
- Video replay. Location: _____ Date: _____

TUITION

(Prices apply to live and video replays.)

- \$159 "Early Bird" tuition (*received by June 6, 2005*).
- \$119 "Early Bird" tuition for new attorneys (admitted 2004–2005), paralegals, or secretaries (*received by June 6, 2005*).
- \$ 15 OLI Annual Pass holder (Annual Pass No. _____).
- \$ 20 Add to above tuition if registration received *after June 6, 2005*.

BOOK AND TAPE ORDERS

I am unable to attend. Please send me:

- Audiotapes and course book, at \$169 per set.
- Videotapes and course book, at \$299 per copy.
- Course book only, at \$49 per copy.
- Deduct 50% from order if you are an OLI Annual Pass holder (Pass No. _____)
- \$7.00** *Note: Add \$7.00 shipping & handling fee to above book and tape orders.*

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Check out our website at www.lclark.edu/org/oli
or email us at oli@lclark.edu.

CONFIRMATION: Confirmation will be sent via e-mail or fax.**CANCELLATION POLICY:** Tuition minus a \$20 handling charge will be refunded if the cancellation request is *written and received* by June 7, 2005.**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.