



Oregon Law Institute
of Lewis & Clark Law School

2008 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.

FRIDAY, JUNE 6, 2008

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

5.25 General *and*
1 Access to Justice MCLE Credits

SCHEDULE

- 8:00 LATE REGISTRATION AND DISTRIBUTION OF MATERIALS
- 8:25 WELCOME AND INTRODUCTION
- 8:30 - 9:30 **We All Have a Mom, a Dad and an Uncle Sam: Tax Treatments of Settlements and Awards in Employment Cases**
- Is the settlement taxable income?
 - Is it wage income or nonwage income?
 - Special rules for civil rights claims
 - Reporting on W-2s and 1099s. Who gets them and what do they say?
 - Federal and state issues
– *Robert T. Manicke*
- 9:30 - 10:30 **Man Can't Live on White Bread and Turkey Alone: Thriving with a Diverse Workforce**
- Affirmative action and diversity “obligations”
 - The “business case” for diversity within the workplace and in external relationships
 - The benefits of an effective diversity program, including examples of policies and practices
 - Critical factors for a successful diversity program
– *Eileen Drake*
- 10:30 - 10:45 BREAK
- 10:45 - 12:15 **Wage and Hour Class Actions—
The View from the Trenches**
- Overview of Rule 32: Similarities and differences between FRCP 23 and FLSA collective actions
 - Current hot/common wage and hour class claims
 - Case analysis
 - Class certification motions
– *Carol J. Bernick*
– *David F. Sugarman*
- 12:15 - 1:15 LUNCH BREAK (on your own)
- 1:15 - 2:45 **Sometimes You're the Windshield, Sometimes You're the Bug: The Year's Update in Labor and Employment Law**
- 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*
- 2:45 - 3:00 BREAK
- 3:00 - 4:00 **OFLA/FMLA Update**
- New Oregon Family Leave Act (OFLA) provisions and their impact
 - Recent changes to the Family Medical Leave Act (FMLA), including the new military leave provisions—caregiver leave and “qualifying exigency” leave
 - Necessary policy revisions and considerations
– *Karen L. O'Connor*
- 4:00 ADJOURN

Who Should Attend?

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.

Program Faculty

Carol J. Bernick
Davis Wright Tremaine LLP

Robert T. Manicke
Stoel Rives LLP

Eileen Drake
PCC Structurals, Inc.

Karen L. O'Connor
Barran Liebman LLP

Richard F. Liebman
Program Planner
Barran Liebman LLP

David F. Sugerman
Paul & Sugerman, PC

LIVE PRESENTATION

Portland – 6/6/08
Oregon Convention Center
777 NE MLK Jr. Blvd.

MCLE CREDIT

2008 Annual Employment Law Update will receive **5.25** General and **1** Access to Justice MCLE credits.

PROGRAM PRODUCTS

Even if you cannot attend, you can still get the program on audiotapes, videotapes, CDs or DVDs. 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 – 6/20/08
Replay 8:30 a.m.
Bryant Lovlien & Jarvis
591 Mill View Way

Eugene – 6/13/08
Replay 8:30 a.m.
Harrang Long Gary & Rudnick, P.C.
360 East 10th Avenue, Ste. 300

Medford – 6/13/08
Replay 8:30 a.m.
Kellington Krack Richmond
Blackhurst & Glatte, LLP
23 Newtown Street

Portland – 6/25/08
Replay 9:00 a.m.
Oregon Law Institute
Gus J. Solomon Courthouse,
620 S.W. Main St., Suite 706

2008 Annual Employment Law Update

Friday, June 6, 2008

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Please "✓" appropriate box below:

- Live presentation
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TUITION *(Prices apply to live and video replays.)*

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- \$85 Legal aid attorneys *(received by June 2, 2008)*.
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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 Monday, June 2, 2008.**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.