

## New Labor & Employment Laws for 2009 - Westlake Village

### Breakfast With Your Labor Lawyer

Hyatt Westlake Plaza  
02.26.2009

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February 26, 2009

#### Hyatt Westlake Plaza

880 South Westlake Boulevard  
Westlake Village, CA 91361  
[Click here for directions.](#)

**Speakers: Jeffrey A. Dinkin and Aaron W. Heisler**

**Registration & Breakfast 7:30 a.m. – 8:00 a.m.**

**Program 8:00 a.m. – 10:30 a.m.**

**Registration & Materials Fee \$50**

Tough economic times and a new administration in the White House are creating the perfect storm of challenges for employers. We will discuss the "must know" legal developments coming your way this year and provide practical strategies that companies can use to reduce the risk of litigation.

#### **New FMLA Regulations**

- Posting requirements
- Military leave changes
- Notice requirements
- Fitness-for-duty certifications
- Substitution of paid leave

#### **Leaves of Absence Review**

- Interaction of leave statutes with disability and workers compensation laws
- Updating leave of absence policies to maximize employer rights

## Reductions in Force

- Federal WARN Act and Cal WARN
- Disparate impact analyses
- Best practices for separation agreements

## Wage and Hour Update

- Class action developments
- Recouping wage overpayments
- Telecommuting and blackberries
- Off-the-clock claims

## Employee Free Choice Act

- How this new legislation would effect all employers
- Steps for preparing your business for the worst

## Preparing for a new wave of discrimination complaints

- Associational and retaliation complaints
- Keeping up with AB 1825 harassment and discrimination training

This will be a lively and entertaining seminar that should not be missed.

**Questions:** Contact Melissa Omphroy at (415) 774-2997 or [momphroy@sheppardmullin.com](mailto:momphroy@sheppardmullin.com)

*This activity complies with standards for Minimum Continuing Legal Education prescribed by the California State Bar and is approved for 2.5 hours of MCLE credit. Sheppard, Mullin, Richter & Hampton LLP is a State Bar of California approved MCLE provider.*

## Practice Areas

Labor and Employment