



**2013 Employment Law Workshop
Wednesday, June 19, 2013**

Labor and Employment Law Issues that Keep You Up at Night

Law360 reported last year that labor and employment issues remain some of the top concerns for corporate counsel, outranking almost every other legal conflict. We will welcome Carolyn Ladd to this portion of our program where she will share the legal trends that she has observed from an in-house point of view. Carolyn is Senior Counsel in the Labor, Employment and Benefits group for The Boeing Company in Seattle, Washington. Her practice focuses on compliance with the Americans with Disabilities Act, the Family and Medical Leave Act, the Fair Labor Standards Act, Title VII of the Civil Rights Act of 1964, and state equal employment opportunity laws. She provides day-to-day advice to human resource professionals, manages employment-related litigation, and conducts training. (30-minute presentation.)

Session Presenter: Carolyn Ladd

Affordable Care Act: What Do You Need To Know?

The Affordable Care Act's play-or-pay provisions, also known as the employer shared responsibility provisions, take effect on January 1, 2014, and many employers will need to comply (play) or risk significant penalties (pay). In this session, we will walk through a high-level summary of what employers need to know about play-or-pay, including how to ensure that if you play you don't also end up paying, administrative challenges in determining which employees can trigger penalties, and some surprising reporting requirements. (30-minute presentation.)

Session Presenter: Christine A. Williams

Employee Mobility: Noncompetes, Trade Secrets and Protecting Your Interest

We will take a look at some of the recent developments in this critical area of law, including Judge Richard Jones's *Amazon/Google* decision, the viability of "no hire" agreements, the implications of bring-your-own-device practices, the how-tos of social media discovery, and current issues in forensic recovery. (60-minute presentation.)

Session Presenters: Andrew Moriarty and James Sanders

FMLA and Mental Disabilities in the Workplace

Although the ADA, the FMLA and a variety of state laws and local ordinances have offered protection to employees suffering from mental disabilities for many years, these particular disabilities continue to challenge employers. Is an employee who says she's "stressed out" entitled to FMLA leave? How does a supervisor distinguish between a poor performer and a person with a mental disability in need of accommodation? What role do cultural stereotypes about mental impairments play in the failure to provide reasonable accommodation to employees with mental disabilities? During this interactive session, through a series of real-life vignettes, we will explore the special challenges employers face when responding to mental disabilities in the workplace. (60-minute presentation.)

Session Presenters: Julie Lucht and Linda Walton