

The Employment Law Institute touches on a broad range of substantive areas and procedural matters. Leading practitioners will present on key considerations and strategies for advising and representing employers and employees in these challenging economic times.

Learn more about:

- The Year in Review: Key Developments in State and Federal Employment Law
- Age Discrimination
- Employment Law Trends
- Employee Related Claims against Government Employers
- Ethical Consideration in Challenging Economic and Employment Times
- Thorny Issues in Wage and Hour Law
- Best Practices with Employee Manuals
- Why Retaliation Claims Are So Dangerous, and Ways to Minimize Risks

Approved for 6.25 CLE Credits for Washington Attorneys:  
5.25 General Credits and 1.0 Ethics Credit

## WSBA-CLE TOOLS AND PRODUCTS



### WSBA-CLE ONLINE Internet Audio Seminars

WSBA-CLE offers two options for digital media delivery of seminars for your convenience: Choose from over 500 short WSBA-CLE course topics in over 20 practice areas, including ethics, via the Internet streamed to your computer or via the Internet downloaded to your .mp3 player. Build your own custom CLE seminar, good for A/V credits, at [www.wsba.org/ondemand](http://www.wsba.org/ondemand)



### Audio CD Seminar With Coursebook

Use the order form inside. Allow 8 weeks after seminar for delivery. A/V credits pending, depending on length and quality of recorded content.



### Register Online

[www.wsba.org/seminars](http://www.wsba.org/seminars)



### Order Products Online

[www.wsba.org](http://www.wsba.org)

Nonprofit Org.  
U.S. Postage Paid  
Seattle, WA  
Permit No. 2204



Washington State Bar Association  
1325 4th Avenue, Suite 600  
Seattle, WA 98101-2539

FINAL NOTICE



WSBA-CLE • The Innovator in Legal Education®

## 17TH ANNUAL EMPLOYMENT LAW INSTITUTE



Online  
Simulcast  
Option  
Available

**Friday, April 30, 2010**

**Washington State Convention Center**

Rooms 606–607

On Pike Street, between 7th and 8th Avenues  
Seattle, Washington

BUSINESS | Beginning to Advanced Levels

Approved for 6.25 CLE Credits for Washington Attorneys:  
5.25 General Credits and 1.0 Ethics Credit

Washington State Bar Association • Continuing Legal Education

The Latest Developments, Key Considerations and Strategies  
for Advising and Representing Employers and Employees

©2010 Washington State Bar Association

# 17TH ANNUAL EMPLOYMENT LAW INSTITUTE

Can't join us in Seattle for this program? You can still attend – and get live CLE credit – via the simultaneous webcast, broadcast LIVE over the Internet on Friday, April 30, 2010, starting at 8:25 AM Pacific Daylight Savings Time. You may access this event from anywhere with an established Internet connection. The webcast will include video and audio of the speakers, slides, and seminar handout materials – all on your computer! Select the “attend online” option (#10401WEB) on the registration panel of this brochure or go to [www.wsba.org/seminars](http://www.wsba.org/seminars) and enter #10401SEA in the search box. You will receive a confirmation with instructions for logging onto the webcast prior to April 30.

Denotes sessions being webcast.

## MORNING

**7:30 a.m.**  
**Check-in • Walk-in Registration • Distribution of Coursebooks • Coffee and Pastry Service**

**8:25 a.m.**  
**Welcome and Introduction by Program Co-Chairs**

Mark Busto — Sebris Busto James, Bellevue  
 Colleen Kinerk — Cable, Langenbach, Kinerk & Bauer, Seattle  
 Steven Winterbauer — Winterbauer & Diamond, Seattle

**8:30 a.m.**  
**The Year in Review: Key Developments in State and Federal Employment Law**  
 Carolyn Cairns — Stokes Lawrence P.S., Seattle  
 Kelby D. Fletcher — Stokes Lawrence P.S., Seattle

**9:45 a.m. Break**

**10:00 a.m.**  
**First Concurrent Session**

**Update from the EEOC: Change in Administration/Change in Focus?**  
 William R. Tamayo — U.S. Equal Employment Opportunity Commission, San Francisco

– OR –

**Age Discrimination: Prevalent & Provable**  
 Andrea Brenneke — MacDonald Hoague & Bayless, Seattle

**11:00 a.m. Break**

**11:10 a.m.**  
**Second Concurrent Session**

**Best Practices with Employee Manuals**  
 Laurie L. Johnston — Gordon & Rees, Seattle

– OR –

**Employment Law Trends: Looking Back at the Past Decade and Looking Ahead to the Future**  
 Professor Lea Vaughn — Professor of Law, University of Washington School of Law, Seattle

## AFTERNOON

**12:10 p.m.**  
**Lunch on Your Own**

**1:25 p.m.**  
**Third Concurrent Session**

**Why Retaliation Claims Are So Dangerous, and Ways to Minimize Risk**  
 Colleen Kinerk — Cable, Langenbach, Kinerk & Bauer, Seattle  
 D. Michael Reilly — Lane Powell PC, Seattle

– OR –

**The Jurisprudence of Employment-Related Claims Against Government Employers**  
 Susan Slonecker — Senior Deputy Prosecuting Attorney, King County Prosecutor's Office, Seattle  
 Mark Stockdale — Senior Deputy Prosecuting Attorney, King County Prosecutor's Office, Seattle

**2:25 p.m. Break**

**2:35 p.m.**  
**Fourth Concurrent Session**

**What Does Ethnic and Race Discrimination Mean in an Increasingly Diverse Workforce?**  
 Moderator:  
 Marcella Fleming Reid — MFR Law Group PLLC, Mill Creek  
 Panelists:  
 Ronald J. Knox — Garvey Schubert & Barer, Seattle  
 Kim M. Tran — Stafford Frey Cooper, Seattle  
 Marcos S. Zuñiga, Esq., SPHR — MFR Law Group PLLC, Mill Creek

– OR –

**Thorny Issues in Wage and Hour Law: Developments and Conundrums**  
 Jillian Barron — Sebris Busto James, Bellevue

**3:35 p.m. Break**

**3:45 p.m.**  
**Ethical Considerations in Challenging Economic and Employment Times**  
 Suzanne J. Thomas — K&L|Gates LLP, Seattle

**4:45 p.m.**  
**Complete Evaluation Forms • Adjourn**

## SEMINAR REGISTRATION

First Name \_\_\_\_\_ M.I. \_\_\_\_\_ Last Name \_\_\_\_\_  
 WSBAC No. \_\_\_\_\_ Firm / Company Name \_\_\_\_\_  
 Street Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
 ( ) \_\_\_\_\_ ( ) \_\_\_\_\_  
 Phone \_\_\_\_\_ Fax \_\_\_\_\_ E-mail \_\_\_\_\_

We encourage early registration. On-site registration is on a space-available basis. Coursebook included with price of tuition.

I wish to register for the following seminar:

### 17th Annual Employment Law Institute

- Attend in Seattle, #10401SEA, 4/30/10, Seattle** • \$225 Tuition  
 **Travel-Free CLE™, #10401WEB, 4/30/10, Online** • \$225 Tuition  
 (Boxed sessions in the agenda will be webcast.)

To register online, go to [www.wsba.org/seminars](http://www.wsba.org/seminars) and enter seminar # 10401SEA

If special accommodations are needed, please contact Heather Balch at 206-727-8258 or toll-free at 1-800-945-WSBA, email: [heatherb@wsba.org](mailto:heatherb@wsba.org)

## PRODUCT ORDER

I do not wish to register for the seminar, but please send me the following CLE product(s):

- SET10401CD 17th Annual Employment Law Institute**  
 seminar CD w/coursebook • \$199 per set + \$9 S&H = \$208 subtotal + applicable sales tax\* = \$\_\_\_\_\_ Total  
 **C10401 17th Annual Employment Law Institute**  
 seminar coursebook only • \$70 per book + \$9 S&H = \$79 subtotal + applicable sales tax\* = \$\_\_\_\_\_ Total

AV credits pending, depending on length and quality of recorded content.  
 Audio CDs available 8-10 weeks after seminar. Books available 10 business days after seminar.

\*Effective July 1, 2008, sales tax for Washington residents is based on where the product is delivered. To calculate the correct sales tax based on the location to which your order will be shipped, go to the Department of Revenue's website at <http://dor.wa.gov> and select "I need to find a sales tax rate (GIS)." For example, the sales tax rate for products delivered within the City of Seattle is 9.5%. If you need additional assistance in finding or calculating the applicable sales tax rate, contact the WSBA Service Center at 1-800-945-WSBA. Out-of-state and federal government orders do not pay sales tax.

## PAYMENT INFORMATION

- Check enclosed payable to WSBA  
 WSBA-CLE 2010 PowerPass (check below):  
 Bronze  Silver  Gold  
 PowerPass pin #                  
 Visa  MasterCard

Card No. \_\_\_\_\_ Exp. Date \_\_\_\_\_

Cardholder Name (print) \_\_\_\_\_

Authorized Signature \_\_\_\_\_

Registrations received less than 48 hours before a seminar are not guaranteed a coursebook or other presentation materials on site. At the conclusion of the seminar, materials will be mailed on a priority basis to those registrants who did not receive them.

### Payment Policies

**Payment** • Individual registrants must use a separate form, however, payment may be made with a single check or credit card for multiple parties.

**Note** • Please keep a copy of this brochure for your records.

**Refunds** • Registration fees may be refunded, less \$25 for handling, for written cancellations postmarked, emailed, or faxed by 5 p.m., up to 3 business days before the seminar. No refunds after that date, but you will receive the coursebook. Canceled registrations may not be transferred to other seminars. You may send a substitute (e.g., someone from your firm) in lieu of canceling.

## 5 WAYS TO REGISTER FOR A WSBA-CLE SEMINAR OR TO PLACE A PRODUCT ORDER

INTERNET • Register online at [www.wsba.org/seminars](http://www.wsba.org/seminars) • Order products online at [www.wsba.org](http://www.wsba.org)  
 MAIL • WSBA, 1325 4th Avenue, Suite 600, Seattle, WA 98101-2539.  
 PHONE • 800-945-WSBA or 206-443-WSBA with credit card and Registration/Order Form in hand.  
 FAX • 206-727-8324 Include credit card information.

WALK-IN • You may register for most WSBA-CLE seminars at the door. On-site registration is on a space-available basis.  
 QUESTIONS? • Call 800-945-WSBA or 206-443-WSBA. Questions regarding WSBA-CLE publications, call 206-733-5918.

office use only  
 Date \_\_\_\_\_ Check # \_\_\_\_\_ Total \$ \_\_\_\_\_