

Topics

1. New employment cases affecting the employer-employee relationship
 - a. Employment discrimination/wrongful termination
 - b. Wage and hour update
2. How enforceable are terms of employment contracts?
 - a. Non-compete clause
 - b. Binding arbitration
 - c. Employee confidentiality agreements
 - d. Payment of bonuses
3. Vacations, family and medical leave, and other time off
 - a. Medical certification process
 - b. Time off
4. Workplace privacy
 - a. Background searches
 - b. Blogs and freedom of expression
 - c. Medical and physical examinations
 - d. Access to medical records
 - e. Drug and alcohol testing
5. Disability issues
 - a. Interactive process
 - b. What is "reasonable accommodation"
 - c. Retaliation
6. Questions and answers

Who Should Attend

- Business Owners
- Employee Benefits Managers
- Human Resource Managers
- Industrial Relations Managers
- Office Managers

About the EAC

The Monterey Bay EAC is composed of employer volunteers representing a cross section of business and industry. The EAC was developed to promote a stronger partnership between the California EDD and the business community. Its commitment is to assist employers in conducting their business more effectively and efficiently, to provide information on employment-related issues, and to enhance the communication between EDD and the private sector.

This EAC is a member of the California Employer Advisory Council.

For more information about EAC membership, meetings, or this seminar, call Yuko Duckworth at (831) 796-3640 or e-mail yuko.duckworth@edd.ca.gov.

Information

Deadline to register: February 12, 2010

For more information about EAC Monterey Bay, visit www.montereybay.ceac.org.

EDD, an equal opportunity employer/program, is a partner in this event. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made prior to the event by calling (831) 796-3640 (voice). TTY users, please call the California Relay Service at 711.



The Monterey Bay
Employer Advisory Council
In partnership with the
Employment Development Department
Present

Employment Law Update 2010



Friday, February 19, 2010
7:30 a.m. to 11:30 a.m.

Embassy Suites Hotel
1441 Canyon Del Rey
Seaside, CA 93955



Agenda

- 7:30 a.m. Registration and Check-in
Breakfast and Networking
- 8:00 a.m. Welcome and Introductions
Jeana Jett, EAC Chairperson
- 8:05 a.m. Program
James K. Gumberg &
Patrick Moody
- 11:30 a.m. Closing Remarks

Speakers

James Gumberg, Patante * Gumberg LLP

Mr. Gumberg's practice focuses on representing employers, ranging from small family-owned businesses to "Fortune 500" companies in employment discrimination and wage and hour issues. He has successfully defended employment discrimination and wage and hour litigation in state and federal courts. He has also defended numerous wage and hour claims before the Labor Commissioner and U.S. Department of Labor. Mr. Gumberg received his B.A. from the University of Florida and his J.D. from Santa Clara University, where he was a member of the Santa Clara Law Review. He is a member of the State Bar of California, Monterey County Bar Association, State Bar Labor and Employment Law Section, and the California Society for Healthcare Attorneys.

Patrick S. Moody, Barsamian & Moody

Patrick S. Moody provides the firm's management clientele with solutions and advice for complying with the numerous statutes and regulations relating to labor and employment law. He has represented employers before most state and federal administrative agencies, in judicial and labor grievance arbitrations, as well as in both state and federal trial and appellate courts. Mr. Moody earned his undergraduate degree from the University of Florida, and his J.D. degree, with honors, from the California Western School of Law, where he served as a staff writer and was on the Executive Board of the California Western Law Review and the California Western International Law Journal.

This employer seminar is provided for educational and informational purposes only; it does not constitute an endorsement of the curriculum or speakers by the State of California Employment Development Department (EDD) or by the Monterey Bay Employer Advisory Council (EAC). Aside from staff designated to represent the EDD, we assume no responsibility for the accuracy, legality or content of the materials provided during this event.



Please type, print clearly, or attach your business card. **One person per registration form please (use photocopies for additional attendees).**

Attendee name: _____

Title: _____

Company/organization: _____

Mailing address: _____

City, state, zip code: _____

Phone: _____ Fax: _____

E-mail address: _____

No. of employees: _____ Industry: _____

Registration

Space is limited. **Must register by February 12, 2010.**
Registration fee includes: full breakfast.

Fee: \$50

Substitutions welcome.

Day of event fee: \$70

Make checks payable to: EAC Monterey Bay

Mail with registration form to: **EAC Monterey Bay c/o APMA**
512 Pajaro Street, Ste. 7
Salinas, CA 93901