

Employment Law Conference

Co-sponsored by the Labor & Employment Law Section of the Colorado Bar Association

THIS YEAR IN VAIL!



IN THE SPOTLIGHT WILL BE –

- Practical Employment Law Tips and Tricks
- Case Law Update
- ETHICS: When Good Lawyers Do Bad Things
- Privacy and Data Protection
- Changing Landscape of Technology
- New Lawyers Bootcamp – Checklists and Cheat Sheets
- In-House Counsel and Human Resource Professionals
- Inclusiveness and Diversity
- The Blurring Lines in the Workplace

October 5-7, 2017

Vail Marriott Mountain Resort

715 W Lionshead Cir, Vail, CO 81657

**Submitted for 15 General Credits,
Including 2 Ethics Credits**



The nonprofit educational arm of the
Colorado and Denver Bar Associations



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For more information, please contact
Melissa Higham at mhigham@cohar.org

Employment Law Conference

FEATURED PRESENTATION

Changing Landscape of Cybersecurity in the 21st Century presented by the **Honorable Mary Beth Long**, Former Assistant Secretary of Defense

5 PLENARY SESSIONS

- **Practical Employment Law Tips and Tricks from the Bench's Perspective**
- **Case Law Update with Joan Bechtold and Bill Berger**
- **ETHICS: When Good Lawyers Do Bad Things**
- **Privacy and Data Protection – What You Need to Know**
- **Changing Landscape of Technology**

4 UNIQUE SESSIONS TO CHOOSE FROM!

- **New Lawyers Bootcamp - Checklists and Cheat Sheets**
- **In-House Counsel and Human Resource Professionals**
 - The Unique Relationship Between In-House Counsel and Law Firm Attorneys
 - Practical Tips from Plaintiff's Counsel: Top 10 Mistakes In-House Counsel Make
 - How to Use the Power of ESI to Tell a Story
 - The Latest in Workplace Investigations
- **Inclusiveness and Diversity**
 - Ageist Stereotyping
 - ETHICS: Implicit Bias in the Employment Law Context
 - Title VII Update on Inclusiveness
- **The Blurring Lines In the Workplace**
 - Pregnancy and Breastfeeding in the Workplace: Litigation, Accommodations, and Advising Your Clients
 - Federal Wage and Hour Issues, Including the 24-hour Employee
 - Expectations of Privacy in the Physical and Digital Workplace

DON'T MISS!

- **Judge in Residence: US Magistrate Judge Michael Hegarty (Right)**
- **Welcome Reception**
Sponsored by CDLA
- **Wine Tasting Reception**
Sponsored by Lewis Brisbois Bisgaard & Smith LLP



www.cle.cobar.org/employment

This year, the CBA-CLE Employment Law Conference goes to the mountains!

This is the perfect chance to spend a fall weekend in Vail. This year's program has many topics of interest to you, whether you represent plaintiffs or defendants, whether you are in-house counsel or are with a law firm, whether you are a human resource professional or conduct workplace investigations. Your Program Chair **Jon Olafson** of Lewis Brisbois Bisgaard & Smith LLP, and the team from Colorado Bar Association CLE have put together a spectacular event where you will have the opportunity to see old friends, make new connections, and learn what's new in the employment law world.

Among the many hot topics available to you in the 5 plenary sessions and 4 tracks are: Cybersecurity, Ransomware and Hacking: What to Do When You Get Breached; The Latest in Workplace Investigations; Implicit Bias in the Employment Law Context; Expectations of Privacy in the Physical and Digital Workplace ... and so much more!

United States Magistrate Judge Michael Hegarty will be your "Judge in Residence" – present throughout the Conference to answer any questions you have about the state of employment law today from the perspective of the court.

And don't miss the **FEATURED PRESENTATION – Changing Landscape of Cybersecurity in the 21st Century** – featuring the **Honorable Mary Beth Long**, Former Assistant Secretary of Defense.



The Honorable Mary Beth Long is co-founder and principal of Global Alliance Advisors, LLC, an international business consulting firm. She is also founder of M B Long & Associates, PLLC, an international legal and advisory firm. From 2007-2009, Ms. Long served as the first woman confirmed by the U.S. Senate as Assistant Secretary of Defense for International Security Affairs in the Office of the Secretary of Defense, and as Chair of NATO's High Level Group (HLG), responsible for NATO's nuclear policy. In her defense department roles, she also acted as Principal Deputy Secretary of Defense on the Middle East, Africa, the Western Hemisphere, Asia, and Southeast Asia; and was the Deputy Secretary of Defense for Counter Narcoterrorism with a budget of over \$1 billion. To those credentials, she adds more than a decade of Central Intelligence Agency operational experience (1986–99) on terrorism and other security issues.

After leaving government, Ms. Long founded Metis Solutions LLC. Under her tenure as CEO, the company was recognized in *Inc.* magazine's List of America's Fastest Growing Companies in 2014, 2015, and 2016 and was featured in *Forbes* magazine's Women Business Leaders. Ms. Long advises several Fortune 500 companies on international defense markets. From 2013-2016, she served as a Senior Subject Matter Expert for the Supreme Allied Commander of NATO as well as a Senior International Advisor to the Minister of Defense of Colombia.

Ms. Long has advised several Presidential candidates and appears regularly on Fox News, BBC, CNN, Al Jazeera English and NPR on Middle East issues and the Intelligence Community. She is a licensed lawyer and, from 1999 until 2004, was an associate specializing in civil litigation matters at Williams & Connolly LLP. Ms. Long travels regularly to the Middle East, Europe, Latin America, and Afghanistan and has offices in Abu Dhabi and Kabul. She is an Honors Graduate of Pennsylvania State University, magna cum laude, and in 2016, Ms. Long received the Distinguished Alumni Award, the University's highest honor presented to its alumni. She received her J.D. from Washington and Lee University School of Law.

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**ALL OF THIS IN THE IDYLIC SETTING OF VAIL IN AUTUMN!
REGISTER ONLINE TODAY @ www.cle.cobar.org/employment**

EMPLOYMENT LAW CONFERENCE AGENDA – OCTOBER 5-7, 2017

DAY ONE – THURSDAY, OCTOBER 5, 2017

6:00 - 7:30 PM **Welcome Reception** – *Sponsored by CDLA*

DAY TWO – FRIDAY, OCTOBER 6, 2017

7:30 AM **Registration Open and Continental Breakfast**

8:15 AM **Housekeeping Announcements and Introduction of Program Co-Chairs**
Heidi Ray, Esq., Program Director, Colorado Bar Association CLE

8:20 AM **Welcome and Introduction**
Jon Olafson, Esq., Program Chair, CBA Labor & Employment Law Section Co-Chair, Lewis Brisbois Bisgaard & Smith LLP, and Clayton Wire, Esq., CBA Labor & Employment Law Section Co-Chair, Ogborn Mihm, LLP

Plenary Sessions: TECHNOLOGY

8:30 AM **Privacy and Data Protection – What You Need to Know**
• Changes to the Regulatory Landscape – How Will Your Firm or Organization be Impacted?
• How Can You Prepare and What Should You be Doing Now?
• How Should You Advise Clients on Preparing for the Changes?
Presented by Sarah Branam, Esq.

9:20 AM **Cybersecurity, Ransomware and Hacking; Data Breaches; What to Do When You Get Breached**
Presented by Edward Hopkins, Esq.

10:10 AM **Networking Break – Please Visit Your Sponsors!**

10:30 AM **FEATURED PRESENTATION – Changing Landscape of Cybersecurity in the 21st Century**
Presented by the Honorable Mary Beth Long, Former Assistant Secretary of Defense

11:20 AM **Putting the Technology Pieces Together: A Panel Presentation by the Morning's Speakers**
Presented by Sarah Branam, Esq., Edward Hopkins, Esq., and the Honorable Mary Beth Long

12:10 - 1:30 PM **Lunch on Your Own**

TRACK A BEGINS YOUNG LAWYERS BOOTCAMP

1:30 - 5:10 PM **Checklists and Cheat Sheets for Attorneys New to Labor and Employment Law**
Tools to Begin Your Practice
Presented by Alice Powers, Esq., and Sarah Parady, Esq.

3:10 - 3:30 PM **Networking Break – Visit Your Sponsors!**

TRACK B BEGINS IN-HOUSE COUNSEL AND HUMAN RESOURCE PROFESSIONALS

1:30 - 2:20 PM **The Unique Relationship Between In-House Counsel and Law Firm Attorneys**
Presented by David Shapiro, Esq., and Victoria Donovan, Esq.

2:20 - 3:10 PM **Circumstances When Employees Are Likely to Pursue Claims, and Fixing Problems Before They Escalate - a Plaintiff Counsel's Perspective**
Presented by Robert Truhlar, Esq.

3:10 - 3:30 PM **Networking Break – Visit Your Sponsors!**

3:30 - 4:20 PM **How to Use the Power of ESI to Tell a Story**
Forget eDiscovery as you know it! The availability of ESI makes it easier than ever to tell a story and to piece together the facts.
Presented by Kelly Twigger, Esq.

TRACK A CONTINUES
YOUNG LAWYERS BOOTCAMP

1:30 - 5:10 PM **Checklists and Cheat Sheets for Attorneys New to Labor and Employment Law (continued)**
Tools to Begin Your Practice
Presented by Alice Powers, Esq., and Sarah Parady, Esq.

5:10 PM **Adjourn**

5:30 - 7:00 PM **Wine Tasting Reception – *Sponsored by Lewis Brisbois Bisgaard & Smith LLP***

TRACK B CONTINUES
IN-HOUSE COUNSEL AND HUMAN RESOURCE PROFESSIONALS

4:20 - 5:10 PM **The Latest in Workplace Investigations**
Presented by Liz Rita, Esq.

DAY THREE – SATURDAY, OCTOBER 7, 2017

8:30 AM **Welcome Back and Announcements**

8:45 AM **A Few Words from Colorado Bar Association Leadership**
Presented by CBA Executive Director Patrick Flaherty

Plenary Sessions: FINE-TUNING YOUR PRACTICE

9:00 AM **Employment Law Tips and Tricks - What Works and What Doesn't from the Perspective of the Bench**
Presented by the Honorable United States Magistrate Judge Michael Hegarty

10:00 AM **Networking Break – Please Visit Your Sponsors!**

10:15 AM **Case Law Update**
Presented by Joan Bechtold, Esq., and Bill Berger, Esq.

11:30 AM **ETHICS: When Good Lawyers Do Bad Things**
Presented by Christopher Montville, Esq.

12:20 - 1:30 PM **Lunch on Your Own – Enjoy Vail!**

TRACK C BEGINS
INCLUSIVENESS AND DIVERSITY

1:30 - 2:20 PM **Ageist Stereotyping**
Presented by Rachel Ellis, Esq.

2:20 - 3:10 PM **ETHICS: Implicit Bias in the Employment Law Context**
Presented by Nicholas Haynes, Esq., and Brenidy Rice, Manager, Criminal Justice Programs Unit

ETHICS!

3:10 - 3:30 PM **Networking Break – Please Visit Your Sponsors!**

3:30 - 4:20 PM **Title VII Update on Inclusiveness**
Presented by Elizabeth Phillips, Esq., and Diane King, Esq.

TRACK D BEGINS
THE BLURRING LINES IN THE WORKPLACE

1:30 - 2:20 PM **Pregnancy and Breastfeeding in the Workplace: Litigation, Accommodations, and Advising Employees and Employers**
Presented by Benjamin Wick, Esq., and Holly Franson, Esq.

2:20 - 3:10 PM **Federal Wage & Hour Issues, Including the 24-Hour Employee**
Presented by Martine Tariot Wells, Esq., and Brian Gonzales, Esq.

3:10 - 3:30 PM **Networking Break – Visit Your Sponsors!**

3:30 - 4:20 PM **Expectations of Privacy in the Physical and Digital Workplace – Cell Phones, Laptops, Home Computers, Facebook Accounts and Desk Drawers**
Presented by Lorrie Ray, Esq., and Elizabeth "Booka" Smith, Esq.

4:20 PM **Adjourn – Thank you for Attending This Year's Conference!**

MEET YOUR DISTINGUISHED FACULTY

PROGRAM CHAIR and SECTION CO-CHAIR

Jon Olafson, Esq.

Lewis Brisbois Bisgaard
& Smith LLP
Denver, CO

SECTION CO-CHAIR

Clayton E. Wire, Esq.

Ogborn Mihm, LLP
Denver, CO

KEYNOTE PRESENTER

Honorable Mary Beth Long

Former Assistant Secretary
of Defense

Joan Bechtold, Esq.

Sweeney & Bechtold, LLC
Denver, CO

Bill Berger, Esq.

L2S Legal, LLC
Denver, CO

Sarah Branam, Esq.

Deloitte Advisory | Cyber Risk Services |
Privacy & Data Protection
Deloitte & Touche LLP
Denver, CO

Victoria Donovan, Esq.

President
Colorado Chapter
Association of Corporate Counsel
Denver, CO

Rachel Ellis, Esq.

Ellis Employment Law
Denver, CO

Holly Franson, Esq.

The Wick Law Office
Denver, CO

Brian Gonzales, Esq.

The Law Offices of
Brian D. Gonzales, PLLC
Boulder, Denver and
Fort Collins, CO

Nicholas Haynes, Esq.

Lewis Brisbois Bisgaard
& Smith LLP
Denver, CO

Honorable Michael Hegarty

U.S. Magistrate Judge
U.S. District Court
for the District of Colorado
Denver, CO

Edward Hopkins, Esq.

HopkinsWay PLLC
Denver, CO

Diane King, Esq.

King & Greisen, LLP
Denver, CO

Christopher Montville, Esq.

Wheeler Trigg O'Donnell LLP
Denver, CO

Sarah Parady, Esq.

Lowrey Parady, LLC
Denver, CO

Elizabeth Phillips, Esq.

Polsinelli PC
Denver, CO

Alice Powers, Esq.

Lewis Brisbois Bisgaard
& Smith LLP
Denver, CO

Lorrie Ray, Esq., SPHR

Director of Membership Development
Mountain States Employment Council
Denver, CO

Brenidy Rice

Manager
Criminal Justice Programs Unit
Court Programs Unit
State Court Administrators Office
Denver, CO

Liz Rita, Esq.

Founder & Lead Investigator
Investigations Law Group
Denver, CO

Elizabeth "Booka" Smith, Esq.

The Law Offices of Elizabeth "Booka"
Smith, LLC
Denver and Silverthorne, CO

Robert Truhlar, Esq.

Truhlar and Truhlar, L.L.P.
Centennial, CO

Kelly Twigger, Esq.

ESI Attorneys LLC
Boulder, CO

Martine Tariot Wells, Esq.

Brownstein Hyatt Farber Schreck, LLP
Denver, CO

Benjamin Wick, Esq.

The Wick Law Office
Denver, CO

PROGRAM ORDER FORM	
<p><i>Tuition includes course materials, admission to the entire program, admission to the Welcome Reception on Thursday and the Wine Tasting on Friday. PLEASE NOTE: All attendees will receive the course materials digitally via email prior to the Symposium.</i></p>	
STEP 1 - REGISTRATION TUITION: (EM100517L)	
<input type="checkbox"/> Non-member:\$449 <input type="checkbox"/> Human Resources Professional:\$409 <input type="checkbox"/> CBA Labor & Emp. Law Section Member:\$379 <input type="checkbox"/> New Lawyer Edge:\$204.50	<input type="checkbox"/> CBA Member:\$409 <input type="checkbox"/> CDLA Member:\$379 <input type="checkbox"/> CLE Basic Pass Holder:\$229 <input type="checkbox"/> CLE Elite Pass Holder:\$199
STEP 2 - SELECT DESIRED MATERIALS FORMAT (Please Select One):	
<input type="checkbox"/> Digital Download (PDF) via EMAIL sent approx. 24-48 hrs. prior to the seminar <input type="checkbox"/> Printed Book (pick up at seminar)	
STEP 3 - TRACK SELECTION	
DAY 2 TRACKS: <input type="checkbox"/> Track A - Young Lawyers Bootcamp <input type="checkbox"/> Track B - In-House Counsel & HR Pros DAY 3 TRACKS: <input type="checkbox"/> Track C - Inclusiveness & Diversity <input type="checkbox"/> Track D - The Blurring Lines in the Workplace	
STEP 4 - SOCIAL EVENTS	
(Please indicate which events you plan to attend. Receptions are included with your tuition) <input type="checkbox"/> THURSDAY WELCOME RECEPTION - Sponsored by CDLA <input type="checkbox"/> FRIDAY WINE TASTING RECEPTION - Sponsored by Lewis Brisbois Bisgaard & Smith LLP	
PROGRAM ORDER FORM TOTAL \$ _____	

HOMESTUDY ORDER FORM	
<p><i>To receive full CLE credit, you must purchase the course materials AND the recorded seminar. Homestudy submitted for 22 General Credits, Including 2 Ethics Credits</i></p>	
STEP 1 - SELECT DESIRED PRODUCT FORMAT:	
<input type="checkbox"/> MP3 Audio Download (EM100517J) <input type="checkbox"/> Paper course materials and recorded homestudy on CD-Rom (EM100517D)	
STEP 2 - SELECT PAYMENT CATEGORY:	
<input type="checkbox"/> Non-member:\$579.00 <input type="checkbox"/> New Lawyer Edge:\$204.50 <input type="checkbox"/> Basic CLE Pass Holder (MP3 only):FREE	<input type="checkbox"/> CBA Member:\$539.00 <input type="checkbox"/> Elite CLE Pass Holder (MP3 only):FREE
Step 3 is for course materials only purchases. Skip this step if you purchased the MP3 or CD HOMESTUDY.	
STEP 3 - COURSE MATERIALS ONLY: (Paper Only - EM100517C):	
<input type="checkbox"/> Non-member: \$125	<input type="checkbox"/> CBA Member: \$95
<p><i>NOTE: Shipping & handling only applies to orders you receive via mail. Materials will be mailed to you approximately 2 weeks after live program.</i></p>	
Price \$	_____
Shipping & Handling \$	10.95
Subtotal \$	_____
Applicable Sales Tax (7.62% Denver, 4% RTD and 2.9% rest of Colo.) \$	_____
HOMESTUDY ORDER FORM TOTAL \$ _____	

CLE USE ONLY: Check #: _____	Approval #: _____
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Register by PHONE ... when using VISA, MC or AmEx.
In Denver: (303) 860-0608 • Toll-Free: (888) 860-2531



Or FAX form to ... when using VISA, MC or AmEx.
FAX to: (303) 860-0624



Or MAIL form to ...
CBA-CLE, 1900 Grant St, Suite 300, Denver, CO 80203



Or register ONLINE ... when using VISA, MC or AmEx.
go to www.cle.cobar.org/employment

Name _____

Attorney Reg. No. _____

Firm/Organization _____

E-Mail Address _____




Street Address _____

City / State / Zip _____

Telephone () _____

PAYMENT METHOD:
All registrations must include a check or charge card information.

Check made payable to **CLE** (Check # _____)

VISA MasterCard AmEx

Credit Card # _____

Exp. Date _____

Signature _____
(required for all credit card orders)

CANCELLATIONS: If you are unable to attend, please notify Colorado CLE by September 28, 2017 and we will gladly refund your tuition in full. Cancellations after September 28 will be refunded less a \$100 cancellation fee OR you may send someone in your place. Please refer to your booking agreement with the Marriott should you need to cancel or transfer your hotel reservation.

HOTEL INFORMATION:

Vail Marriott Mountain Resort
 715 West Lionshead Circle
 Vail, CO 81657
 (970) 476-4444



No matter the season, there is no place on earth like Vail. The Vail Valley provides the perfect backdrop to whatever activity you have in mind. Whether it's hiking, golfing, bicycling, shopping, or eating at a world-class restaurant, the Vail Marriott is your headquarters for planning a perfect mountain getaway.

MAKE YOUR RESERVATIONS EARLY!

Rooms are being held for guests of the Employment Law Conference until September 20, 2017.

Room Rates: Single/Double Occupancy Rates begin at \$139 plus daily resort fee and applicable taxes.

To reserve your room online, please go to: <https://aws.passkey.com/go/CLEEmploymentLaw2017>

Rates will be available 3 days prior to and 3 days after the Event Dates, subject to availability.

Parking: Valet parking is available to all attendees at \$25 per 24-hour period. Free parking is available at the Lionshead Village parking structure.

Employment Law Conference



The nonprofit educational arm of the Colorado and Denver Bar Associations

1900 Grant Street, Suite 300
Denver, Colorado 80203-4303

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