



25th Annual Labor and Employment Law Conference

FRIDAY, NOVEMBER 21, 2025

Approved for 7.0 Law and Legal Procedure CLE credits.

\$270 - Labor & Employment Law Section Members

\$305 - Standard/Non-Section Members

\$305 - Join the Section (\$35) and register at section rate (\$270)

Arctic Club Hotel

700 3rd Ave. | Seattle, WA 98104

IN-PERSON &
WEBCAST

DESCRIPTION

Presented in partnership with the WSBA Labor & Employment Law Section

Join the Labor and Employment Law section at the beautiful and iconic Arctic Club or online for this year's CLE program. Panels discussing the most crucial topics and trends will provide you with helpful information and things to be aware of for the new year. Your tuition includes a buffet luncheon.

CHAIR

Sarah Spierling Mack – *Pacifica Law Group, Seattle*

SCHEDULE

7:30 a.m. > Check-in • Walk-in Registration • Morning Refreshments

7:40 a.m. > Webcast Log-In Opens

7:55 a.m. > Welcome and Introductions by Program Chair

- **Sarah Spierling Mack** – *Pacifica Law Group, Seattle*

8:00 a.m. > Your Honor, The Algorithm Objects:

AI and the Modern Courtroom

60 minutes, 1.0 credits L&LP

Artificial intelligence has moved from theory to reality—and into the courtroom. From AI-generated filings and predictive tools to the analysis of digital evidence, emerging technologies are rapidly changing how cases are presented and reviewed. In this timely and thought-provoking presentation, a panel of state and federal judges will explore the evolving role of AI in litigation, with particular attention to its impact on access to justice and the growing number of pro se litigants. The discussion will examine key concerns around fairness, transparency, and ethical responsibility, and will offer practical guidance on how defense counsel can effectively respond to AI-generated filings in ways that assist the court. Panelists will also share insight into how judges are adapting to the promises and pitfalls of AI in the matters before them.

- **Hon. Tiffany Cartwright** – *United States District Court for the Western District of Washington, Tacoma*
- **Hon. Kymberly Evanson** – *United States District Court of the Western District of Washington, Seattle*
- **Hon. Michael Scott** – *King County Superior Court, Seattle*

Moderator: Sarah Spierling Mack – *Pacifica Law Group, Seattle*

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9:00 a.m. > The Shifting of Workplace

Discrimination Law: Emerging Trends and Strategies

60 minutes, 1.0 credits L&LP

This panel brings together a former EEOC Chair, as well as employer and plaintiff's attorney to discuss the EEOC's evolving enforcement priorities and their implications for practitioners. The panel will also examine emerging trends in federal court litigation and federal policy, including flashpoint cases on diversity, equity, inclusion, accessibility, religious accommodation, and pregnant worker claims. Panelists will share their experiences and perspectives on navigating this shifting landscape and preparing for what lies ahead.

- **Charlotte A. Burrows** – *Former Chair, U.S. Equal Employment Opportunity Commission; Executive Fellow in Applied Technology Policy, UC Berkley; Fellow, New York University School of Law*
- **Matthew O'Laughlin** – *Maloney O'Laughlin, PLLC, Seattle*
- **Lauren Parris Watts** – *Seyfarth Shaw LLP, Seattle*

Moderator: Andrea Scheele – *City of Seattle, Civil Service Commissions, Seattle*

10:00 a.m. > BREAK

10:15 a.m. > Washington Paid Family and

Medical Leave: Changes and Continued Challenges

60 minutes, 1.0 credits L&LP

The state paid leave program has been providing benefit coverage to eligible workers for nearly six years. Employers and employees continue to face program challenges, whether managing workplace absences or accessing benefits — and big changes are coming to PFML in 2026. This informative panel will address Washington's House Bill 1213 which expands PFML by extending job protection and health benefits to more workers, and making other changes to the program, which take effect starting January 1, 2026. The panel will also tackle common challenges for employers and employees through the use of case studies, including managing the intersection of FMLA and PFML.

- **Jason Barrett** – *Employment Security Department, Olympia*
- **Cynthia Heidelberg** – *Breskin, Johnson & Townsend PLLC, Seattle*
- **Reba Weiss** – *Weiss Law Firm PLLC, Seattle*

Moderator: Angela Hayes – *Associated Industries, Spokane*

11:15 a.m. > Legislative and Appellate Updates

60 minutes, 1.0 credits L&LP

A panel review of important employment legislation passed by the Washington State Legislature this year, as well as recent state and federal appellate court rulings affecting labor and employment practitioners in Washington.

- **Munia Jabbar** – *Frank Freed Subit & Thomas LLP, Seattle*
- **Timothy O'Connell** – *Stoel Rives LLP, Seattle*
- **Andrea Schmitt** – *Columbia Legal Services, Olympia*

Moderator: Heather Shook – *Perkins Coie LLP, Seattle*

12:15 p.m. > LUNCH (Hosted)

1:30 p.m. > Summer Grantees Presentation

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SCHEDULE

1:45 p.m. > The Comeback Kid: Navigating Employees' Return to Work, Including Accommodations, CBA Considerations, and More

60 minutes, 1.0 credits L&LP

What happens when an employee—on leave or ready to return from leave—is called back to work? Indefinite leave? CBA conflicts? An ongoing accommodation? Hear from several seasoned panelists on the legal issues and considerations that arise when an employee is called back to work.

- **Alex Higgins** – *Law Offices of Alex J. Higgins, Seattle*
- **Vivian Kim** – *Hanmi Financial Corporation, Los Angeles, CA*
- **Erica Shelley Nelson** – *Vick, Julius, McClure, P.S., Woodinville*

Moderator: Jessica Kang – *K&L Gates LLP, Seattle*

Moderator: Bradley Medlin – *Robblee Detwiler PLLP, Seattle*

2:45 p.m. > BREAK

3:15 p.m. > Emerging Issues in Employment Class Actions

60 minutes, 1.0 credits L&LP

This panel will cover recent developments in the Washington Equal Pay and Opportunities Act, wage and hour issues including rest and meal breaks, off the clock claims, post *Androckitis vs. Virginia Mason* claims, clock rounding, non-compete class actions related to RCW 49.62, and Washington's Silence No More Act.

- **Elizabeth Adams** – *Terrell Marshall Law Group PLLC, Seattle*
- **Erin Wilson** – *Ballard Spahr LLP, Seattle*

Moderator: Colin McHugh – *McHugh Law, PLLC, Vancouver*

4:15 p.m. > Labor and Employment Cases You Won't Believe

60 minutes, 1.0 credits L&LP

Hear varying perspectives on intriguing cases and some of the strategies, legal and investigative, that were used. Example cases covered will include sexual harassment and employment discrimination.

- **Hannah Driscoll** – *Crystal Investigations, Seattle*
- **Kelsey Jost** – *Crystal Investigations, Seattle*
- **Darren Feider** – *Sebris Busto James, Bellevue*
- **Jack Green** – *Green, Ritchie & Boger, PLLC, Vancouver, WA*

Moderator: Greg Ferguson – *Law Offices of Gregory D Ferguson PC and Ferguson Mediation, Vancouver*

5:15 p.m. > Adjourn • Complete Online Evaluations

RECEPTION IMMEDIATELY FOLLOWING

25th Annual Labor and Employment Law Conference

Friday, November 21, 2025 • #26416 SEA/WEB

REGISTRATION

To register online, please go to the [registration page](#). Click to add to cart and complete your purchase. You may pay by credit card, or via ACH. Alternatively, you may print and mail an invoice seven business days prior to the program along with your check payable to WSBA. Credit card payments by mail or fax are no longer accepted. Note, our service provider will charge you a separate, non-refundable transaction fee of 2.5% on all bank card transactions.

Effective Oct. 1, 2025, applicable sales tax will be applied to all live seminar registrations (in-person or virtual). For more information, refer to changes to [Washington sales tax law](#).

If special accommodations are needed, please email cle@wsba.org or call toll-free at 1-800-945-9722.

☐ Please omit my name from the networking list made available to exhibitors and/or attendees.

PRICING INFORMATION

☐ **#26416 WEB, attend in Seattle, 11/21/25**

- ☐ \$270 - Labor & Employment Law Section Members (discount applied at checkout)
- ☐ \$305 - Standard/Non-Section Members
- ☐ \$305 - Join the Section [add the Related Items Labor & Employment Law Section membership (\$35) to your cart during checkout and register at the discounted rate (\$270)]

☐ **#26416 WEB, attend via webcast, 11/21/25**

- ☐ \$270 - Labor & Employment Law Section Members (discount applied at checkout)
- ☐ \$305 - Standard/Non-Section Members
- ☐ \$305 - Join the Section [add the Related Items Labor & Employment Law Section membership (\$35) to your cart during checkout and register at the discounted rate (\$270)]

**Lunch at [The Arctic Club](#) is included for in person registrants.*

Please email cle@wsba.org with any dietary restrictions and we will do our best to accommodate them.

Seminar Registration Transfers, Refunds and Cancellations

In most circumstances, if you cannot attend the live event, we can transfer your registration to the on-demand product, once available (8-10 weeks from the program delivery date). Generally, for webcast/webinar registrations, tuition fees may be refunded, less \$25 for processing, for written cancellations postmarked, emailed, or faxed up to the start of the event. For in-person registrations, tuition fees may be refunded, less \$25 for processing, for written cancellations postmarked, emailed, or faxed by 5 p.m. up to three business days before the event. No refunds will be provided after the dates specified. You may also send a substitute in lieu of canceling. *When applicable, specific exceptions to these policies will be noted on individual event registration pages.* Please email cle@wsba.org with any requests or questions.

ONLINE > Go to www.wsba.org and enter **26416** in the search box. Payment by credit card.

PHONE > Call **800-945-9722** or **206-443-9722** with credit card and registration/order form in hand. Our service provider will charge you a separate, non-refundable transaction fee of 2.5% on all bank card transactions.