WSBA CLE #27416 SEA/WEB



26th Annual Labor and Employment Law Conference

FRIDAY, NOVEMBER 20, 2026

Approved for 6.0 CLE credits (5.0 Law & Legal Procedure + 1.0 Ethics)
$345 in-person / $305 webcast - Standard/Non-Section Members
$310 in-person / $270 webcast - Labor & Employment Law Section Members
$345 in-person / $305 webcast - Join the Section (discount applied at checkout)

Arctic Club
700 Third Ave. | Seattle, WA 98104

IN-PERSON & WEBCAST

DESCRIPTION

Presented in partnership with the WSBA Labor & Employment Law Section

Join us at the Arctic Club or online for this year's Labor and Employment CLE program. Hear from panels exploring important labor and employment issues and emerging trends. We'll be talking about arbitration, appeals and AI. Take away important insights and crucial considerations to help you navigate the year ahead. Your in-person tuition includes a hosted luncheon and networking reception.

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

WASHINGTON STATE BAR ASSOCIATION

SCHEDULE

7:15 a.m. > **Check-in • Walk-in Registration • Refreshments**

7:55 a.m. > **Webcast Log-In Opens**

8:10 a.m. > **Welcome and Introductions**
- **Sarah Spierling Mack** – *Pacifica Law Group, Seattle*

8:15 a.m. > **AI in Legal Practice: What Is Changing and What Is Working**
60 minutes, 1.0 credits L&LP
Panelists from in-house and law firm perspectives discuss how AI is changing the delivery and pricing of legal services. The session shares lessons from firmwide adoption and practical examples of AI use that attendees can apply in their own practices.
- **Timothy Fox** – *Ogletree Deakins, Los Angeles, CA*
- **Jessica Tseng Hasen** – *Ashurst Perkins Coie Group, Seattle*

Moderator: **Heather Shook** – *Ashurst Perkins Coie Group, Seattle*

9:15 a.m. > **Appealing to Better Nature: Strategy and Procedure in Appellate Practice**
60 minutes, 1.0 credits L&LP
This presentation will cover practical pointers for preserving the record before appeals, strategies for appealing cases, working with appellate counsel, amicus curiae, and other appellate issues
- **Kevin Hochhalter** – *Olympic Appeals PLLC, Lacey*
- **Valerie McOmie** – *Washington State Association for Justice, Seattle*

Moderators:
- **Colin F. McHugh** – *McHugh Law, PLLC, Vancouver*
- **Joseph Wagner** – *Joseph Wagner Law Office, Vancouver*

10:30 a.m. > **BREAK**

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SCHEDULE

10:35 a.m. > When an Employment Problem Becomes a Civil Rights Problem and Vice Versa: *What Labor & Employment Lawyers Should Know About OCR and OSPI*
60 minutes, 1.0 credits L&LP
Join Linda Mangel and Monique Malson, former directors with the U.S. Department of Education Office for Civil Rights (OCR), as they discuss the investigation and resolution process for discrimination and professional misconduct complaints at OCR and OSPI, including the overlap with employment matters under Title VI, Title IX, § 504, ADA, Title VII and Washington State laws. The panel will address the multiple considerations in these complaints, particularly as they relate to matters involving school employees, overlapping jurisdiction with the EEOC and OSPI, along with current issues facing OCR. They will allow time for questions.

- **Linda Mangel** – *BRIGHTLINE | Education Compliance, Seattle*
- **Monique Malson** – *Office of Superintendent of Public Instruction, Olympia*

11:35 a.m. > Summer Grantees

11:45 a.m. > LUNCH (Hosted for In-Person Attendees)

1:00 p.m. > AI and Workplace Monitoring: Legal Implications for Employers
60 minutes, 1.0 credits L&LP
This program will examine emerging legal frameworks governing the use of artificial intelligence and electronic monitoring in the workplace. Panelists will discuss issues related to privacy, bias, transparency, and due process, as well as the growing use of these technologies in hiring, discipline, performance management, and other employment decisions. The session will also address compliance considerations for employers and collective bargaining implications associated with automation, monitoring tools, and technological change.

- **Jessie Harris** – *Williams Kastner & Gibbs PLLC, Seattle*
- **Shannon Lawless** – *Nintendo of America, Redmond*

2:00 p.m. > Lawyered Up! Navigating a CBA with a Represented Grievant
60 minutes, 1.0 credits L&LP
A challenging situation arises when an individual employee has both a collective bargaining grievance and private claims. The situation can become more confusing when union counsel and a plaintiff attorney are both involved. Who owns a grievance? What are everyone's obligations? Who is the employer to deal with? What information must be shared? What claims might be precluded from private litigation? We will explore these issues and more in a one-hour discussion for management, union, and plaintiff attorneys.

- **Sofia Mabee** – *Summit Law Group, PLLC, Seattle*
- **Erica Shelley Nelson** – *Vick, Julius, McClure, P.S., Woodinville*

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

3:00 p.m. > Reception

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SCHEDULE

3:45 p.m. > **BREAK**

4:00 p.m. > **Your Name, Your Responsibility: Navigating AI's Ethical Risks in Legal Practice**

60 minutes, 1.0 credits Ethics

Generative AI tools can produce text that sounds authoritative but is false, including fabricated cases, citations, and holdings, and your signature on the filing makes the result your responsibility. In this moderated discussion, a federal bankruptcy judge, an Assistant United States Attorney, and a law school Director of Legal Writing explain why large language models predict likely text rather than verify the truth, and why hallucinations persist even in legal research tools that rely on retrieval. Panelists will examine what this means for attorneys' competence, diligence, and supervision obligations under RPCs 1.1, 1.3, 1.4, 1.5, 1.6, 3.3, 5.1 and 5.3, along with court disclosure expectations, sanctions under FRCP 11 and CR 11, and practical safeguards for using AI responsibly in your practice.

- **Kathryn N. Boling** – *Seattle University School of Law, Seattle*
- **Hon. Frederick Corbit** – *United States Bankruptcy Court, Spokane*
- **Zach Dillon** – *U.S. Attorney's Office, Tacoma*

Moderator: **Cassandra Lenning** – *Bibiyan Law Group, Seattle*

5:00 p.m. > **Adjourn • Complete Online Evaluations**

WASHINGTON STATE BAR ASSOCIATION

26th Annual Labor and Employment Law Conference

Friday, November 20, 2026 • #27416 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

☐ **#27416 SEA, attend in Seattle, 11/20/26**

- ◯ $345 - Standard/Non-Section Members
- ◯ $310 - Labor & Employment Law Section Members
- ◯ $345 - Join Section ($35) and register at Section price ($310)

☐ **#27416 WEB, attend via webcast, 11/20/26**

- ◯ $305 - Standard/Non-Section Members
- ◯ $270 - Labor & Employment Law Section Members
- ◯ $305 - Join Section ($35) and register at Section price ($270)

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.

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