2018 National Conference on Equal Employment Opportunity Law

Presented by the Equal Employment Opportunity Committee

March 14–17, 2018
Hotel Del Coronado • Coronado, California
Dear Colleague:

We are pleased to invite you to register for the 2018 ABA National Conference on Equal Employment Opportunity Law. We are confident this will be the most outstanding program on EEO law offered in the coming year. The National Conference on Equal Employment Opportunity Law is presented by the ABA Section of Labor and Employment Law’s Committee on Equal Employment Opportunity Law.

This website outlines the excellent program that has been developed. It provides an unparalleled opportunity to focus on both trial practice issues and current legal and policy developments relating to equal employment opportunity and related workplace claims. The program will address issues and concerns from the perspective of plaintiff, management, union, the judiciary and government counsel. As with all of our sessions, it promises to be a fascinating learning experience!

The Conference also affords the opportunity to meet and network with top level practitioners from the all areas of the practice, including government leaders.

We are hopeful that you will join us in Coronado for this exceptional Conference!

Sincerely,

Lisa J. Banks  
Employee Co-Chair

Gregg M. Corwin  
Union & Employee Co-Chair

Jennifer L. Sabourin  
Employer Co-Chair
Wednesday, March 14, 2018

3:00 – 3:30 pm
Welcome from Committee Co-Chairs
and Announcements from the Section
Labor and Employment Law Leadership

Lisa J. Banks, Katz, Marshall & Banks, LLP, Washington, DC
Gregg Corwin, Gregg M. Corwin & Associate Law Office, P.C., Saint Louis Park, MN
Jennifer L. Sabourin, Miller, Canfield, Paddock and Stone, P.L.C., Detroit, MI
Don Slesnick, Section Chair, Slesnick & Casey, LLP, Coral Gables, FL
Joseph E. Tilson, Section Chair-Elect, Cozen O'Connor, Chicago, IL

3:30 – 5:30 pm
EEO Year In Review:
The Top Cases of 2017–2018

Which were the most important and impactful EEO cases over the past year, and how will they shape employment law going forward? Which cases on the horizon warrant our attention, and how are they likely to be decided? Join two extremely knowledgeable lawyers (one from the plaintiff’s bar and one from the defense) as they provide their perspectives on the year’s key EEO cases nationwide that have (or should have) attracted our attention.

Moderator: Hope Singer, Bush Gottlieb, Glendale, CA
Speakers: Paul Grossman, Paul Hastings, LLP, Los Angeles, CA
Paul Mollica, Outten & Golden, LLP, Chicago, IL

6:00 – 7:30 pm
Welcome Reception

7:30 – 10:00 pm
EEO Committee Optional Dine Around
Thursday, March 15, 2018

7:00 – 8:55 am  Constituency Breakfasts
Enjoy the opportunity to have open and private discussions with similarly situated practitioners concerning employment law subjects. You will also have the opportunity to network with colleagues nationwide who share your focus on equal employment opportunity matters.

7:00 – 8:55 am  Management and Defense Lawyers
Both internal and external defense counsel are welcome for a little business and some announcements.

Hosts:  Grace Speights, Morgan Lewis, LLP, Washington, DC

8:00 – 8:55 am  Employee/Plaintiff Counsel
(Union Counsel Also Welcome)

Host:  Julia Campins, Campins Benham-Baker, PC, Lafayette, CA

9:00 – 10:30 am  Spouse/Guest Breakfast
(Ticketed Event)

9:00 – 11:00 am  Government Plenary
Back by popular demand, join top officials from the Equal Employment Opportunity Commission, U.S. Department of Labor and U.S. Department of Justice as they answer questions from seasoned plaintiff and defense lawyers on topical issues about government litigation, recent court decisions involving their agencies, strategic plans and task forces, and recent and expected EEOC and DOL guidance and Executive Orders.

Facilitator:  Eric D. Reicin, MorganFranklin Consulting, LLC, McLean, VA
Julie Richard-Spencer, Robein, Urann, Spencer, Picard & Cangemi, APLC, Metairie, LA

11:00 – 11:15 am  Break
11:15 am – 12:30 pm

Track 1: The State of Pay

The number of states that have updated their equal pay laws in recent years continues to grow. This panel will explore the ways in which these revised laws have changed the equal pay landscape, with a focus on the most important aspects of these changes for EEO practitioners, including expanded comparator standards, pay transparency provisions, salary history bans, and the concept of certifications and/or pay equity analyses as a potential defense or safe harbor. The panel will also discuss and debate the extent of additional burdens imposed by some states on employers who seek to rely on “bona fide” factors justifying pay disparities, including by demonstrating such factors are applied reasonably, account for the entire wage differential, and demonstrate such factors are job related and consistent with business necessity.

Moderator: Kathryn Mantoan, Orrick, Herrington & Sutcliffe LLP, Portland, OR
Speakers: Amy Aukstikalnis, Welch Consulting, Los Angeles, CA
Shaylyn Cochran, Cohen Milstein Sellers & Toll PLLC, Washington, DC
Hope Katz, Accenture, Chicago, IL

11:15 am – 12:30 pm

Track 2: Progress and Reaction: The Rapid Pace of Change in the Law Impacting LGBTQ Employees Continues

A recent wave of litigation has attempted to address whether and to what extent the federal employment statutes, particularly Title VII, provide protections for LGBTQ individuals. Important decisions in the 7th and 2nd Circuits have addressed sexual orientation discrimination under Title VII. Transgender discrimination has emerged as another focus of litigation with one Pennsylvania district court recently finding expanded employment protections for some transgender individuals under the ADA. Cases that will address what workplace protections do and do not exist for LGBTQ employees under federal law continue to wind their way through the lower courts. These issues can be complicated by emerging and sometimes conflicting statements/actions concerning this topic by the Administration, including the Executive Order Promoting Free Speech and Religious Liberty. This panel will explore the current state of the law and the viability of claims under federal law, as well as practical tips for advising LGBTQ employees and their employers when issues such as religious objections, privacy concerns, bathroom usage, etc. arise in the workplace.

Ria Tabacco Mar, American Civil Liberties Union, New York, NY
Adelmise Rosemé Warner, Pandora Media, Inc., Oakland, CA
12:30 – 1:45 pm
Diversity Luncheon—Individuals with Disabilities: America’s Final Frontier for Equal Employment Opportunity

Sponsored in part by Barry and Sandi Hartstein

The Honorable Tony Coelho was a six-term Congressman from California, Majority Whip, Chairman of the Democratic Congressional Campaign Committee, and former Chairman and current member of the board of directors of the Epilepsy Foundation and American Association of People with Disabilities (AAPD). He was the primary author and sponsor of the Americans with Disabilities Act of 1990 and is still recognized by many as its greatest champion. Tony will explore briefly his personal struggle to gain acceptance in America as an individual with a disability, the challenges he faced in Congress to pass the ADA, and the unfinished work for individuals with disabilities to participate fully in American society—in the workplace and the public square.

Co-Hosts: Robert O’Hara, United Technologies Corporation, Hartford, CT
Tiseme G. Zegeye, Lieff Cabraser Heimann & Bernstein, LLP, San Francisco

Speaker: The Honorable Tony Coelho, Rehoboth Beach, DE

2:00 – 3:15 pm
Track 1: Harassment in the Spotlight

Harassment scandals continue to dominate the headlines across industries, from high profile television and movie personalities to companies operating in the “sharing economy” and county utility workers displaying nooses and confederate flags in the workplace. Particularly in light of the #MeToo campaign, employees not only are filing harassment claims, they are also posting on anonymous sites, publishing open letters, and creating independent listservs to discuss harassment in the workplace. The EEOC issued a proposed new guidance on harassment in 2017 encouraging employers to adopt proactive measures to prevent harassment from occurring. Employers facing harassment allegations must respond quickly and carefully, and often through unconventional channels. This panel will discuss trends in the workforce, best practices, the proposed new EEOC Guidance, and current harassment case law.

Moderator: Barbara J. D’Aquila, Norton Rose Fulbright LLP, Minneapolis, MN

Julia Campins, Campins Benham-Baker, PC, Lafayette, CA
Adrienne Rapp, NCR Corporation, Atlanta, GA
James Shaw, Segal Roitman, Boston, MA
Track 2: OFCCP at the Crossroads

A lively discussion of how OFCCP has evolved over the last several years from an agency focused on ensuring contractors are meeting their affirmative action and diversity obligations to an aggressive “mini-EEOC” focused primarily on systemic discrimination in compensation and hiring. This panel will also include a discussion of OFCCP’s current focus during the early stages of the Trump Administration and the importance of contractor cooperation during OFCCP investigations and audits. Panelists will discuss new initiatives underway at OFCCP; best practices for preparing for a compliance review and responding to OFCCP data requests; and trends in enforcement, including an update on pending cases and key decisions.

Moderator: David S. Fortney, Fortney & Scott, LLC, Washington, DC
Speakers: Beverly Dankowitz, Associate Solicitor, Civil Rights and Labor Management Division, United States Department of Labor, Washington, DC
James M. Finberg, Altshuler Berzon LLP, San Francisco, CA
Robert O’Hara, United Technologies Corporation, Hartford, CT

Track 1: The Evolution of Retaliation Law

Retaliation once again remains the workplace discrimination claim filed most often with the EEOC. Meanwhile, anti-retaliation laws enforced by a myriad of other agencies face continuing court challenges. What’s the latest with OSHA’s new electronic injury and illness reporting rule that includes anti-retaliation provisions intended to protect employees from employer retribution for reporting workplace injuries or illnesses? Do Dodd-Frank’s whistleblower provisions extend to whistleblowers who have not reported to the SEC? Should an employee of a government contractor qualify as a False Claims Act “relator,” if the employee voluntarily reports fraud to the federal government where the contractor is already under a contractual duty to self-disclose such misconduct to the government? Join this panel of experts as they share how these and other legal challenges at press time in 2017 are re-shaping retaliation law.

Speakers: Harris Mufson, Proskauer, New York, NY
William B. Sailer, Qualcomm Incorporated, San Diego, CA
3:20 – 4:30 pm  

**Track 2: New Immigration Realities for Employers under the Trump Administration**

From legal battles surrounding travel bans and Sanctuary City penalties to renegotiating NAFTA and the ‘Buy American, Hire America’ order and resulting policy guidance, every week it seems there is a new pronouncement from the President or the Department of Homeland Security regarding changes to the treatment of foreign nationals, both within our borders and abroad. Employers and employment counsel need to stay aware of the shifting landscape as they navigate workplace rights, ICE audits and raids, visa strategy, and travel considerations. This panel will explore immigration issues affecting all employers and their immigrant and religious minority employees, and solutions to maintain the delicate balance between compliance with the law and workplace protections.
Suds and Substance: #GoodVibesOnly

Increasingly, workers are learning about, praising, and even complaining about their workplaces in conversations away from the proverbial water cooler. Those conversations are happening not just one-on-one, but also in groups of workers and with the broader community, with the aid of electronic communications and social media. Workers sometimes turn to social media, tweets, blog posts, open letters, alignment with advocacy groups, and other non-traditional paths to effect recognition and seek change. What does this mean for the traditional HR department and their employment lawyers? How do management-side and in-house lawyers advise clients about this new type of advocacy? What does this mean for plaintiffs’ lawyers who are used to pursuing traditional litigation? Does this change the role of human resources and code of conduct/ethics hotlines? Are major consumer-facing companies using their social media response teams for employee-related social media matters as well, and are they well served by those activities? How do we, as employment lawyers, fit into the new normal? Join us.
Friday, March 16, 2018

7:00 – 8:00 am
Constituency Breakfasts

International (All Attendees Welcome)
Host:  Danny Kaufer, Borden Ladner Gervais, Montreal, QC

Union
Host:  Gregg M. Corwin, Gregg M. Corwin & Associate Law Office, P.C., St. Louis Park, MN

7:00 – 9:00 am
Constituency Breakfast
In-House Counsel

8:15 – 9:30 am
Summary Judgment Motions in Employment Discrimination Cases—Improved Efficiency or Wasted Resources?

Most employment discrimination cases go through summary judgment motion practice, sometimes more than once. This differs from early EEO practice or litigation in many other fields, where more cases settle or go to trial without dispositive motion practice. Are summary judgment motions an efficient way to cull meritless cases? Or do the motions delay resolution and increase the expense of resolving meritorious cases and cause other viable cases to be abandoned? Our interactive panel will discuss trends in summary judgment practice in EEO cases over time, including the impact of those motions on pre-trial practice, trial, settlement, and appellate practice.

Speakers:  Richard Rosenblatt, Rosenblatt & Gosch, PLLC, Greenwood Village, CO
Hon. Mary S. Scriven, United States District Court for the Middle District of Florida, Tampa, FL
J. Randall Coffey, Fisher & Phillips, LLP, Kansas City, MO
Jennifer Liu, The Liu Law Firm, San Francisco, CA

9:40 – 10:55 am
Track 1: An Inside Look At An EEO Class Action Post-Certification

Rule 23(c)(4) allows courts to certify class action lawsuits as to limited issues only, even if other issues in the case require an individualized analysis. Given the increased
scrutiny in recent years over certification of employment class actions under Rule 23(b)(3), plaintiffs and courts are relying upon Rule 23(c)(4) with greater frequency to certify class cases on the issue of liability only, as opposed to damages. But what actually happens in a liability-only class case post certification? Using a class case alleging disparate impact discrimination in compensation as an example, this panel will demonstrate and discuss the practicalities of both a stage one “liability” and stage two “damages” proceeding. Our panel of experts will explore issues such as what class-wide evidence plaintiffs and defendants must present regarding the “business necessity” of an employer’s practice, the availability of a “less discriminatory alternative,” and—if liability is found—what factors courts consider in determining individual damages, and the management tools practitioners and judges use to efficiently streamline the stage two proceeding.

Moderator:  Kelly M. Dermody, Lieff Cabraser Heimann & Bernstein, LLP, San Francisco, CA

Speaker:  Michael S. Burkhardt, Morgan Lewis, Philadelphia, PA
Eve Cervantez, Altshuler Berzon LLP, San Francisco, CA

9:40 – 10:55 am

Track 2: Employment Law and the Rise of Activism

This panel of experienced union, plaintiff, in-house, and outside management counsel will engage in a lively discussion of how the rise in activism, both external and internal, is impacting employers and employees and how employment lawyers are advising clients on these matters. Many companies are facing increased pressure to be politically and socially active, with employees, affinity groups and/or shareholder activists pushing for action on multiple levels, whether by encouraging the CEO to speak out on certain issues, signing pledges, and signing on to amicus briefs on topics like equal pay, affirmative action, transgender bathroom legislation, or the executive order banning immigration from Muslim majority countries. What happens when corporations become the agents of change and take proactive measures to attack political and social justice challenges outside the typical course of action? What effects do action and inaction have on employee morale and public perception? When corporations become advocates instead of bystanders, how does that impact the employer and the employees, shareholders and or governmental leaders who come from both sides of the political spectrum? How do employment lawyers advise the company and its leadership as to which issues to tackle, and how to allocate resources and attention to certain issues as opposed to others? Does remaining silent on important societal and/or political issues cause more harm than good?

Moderator:  Andrew S. Rosenman, Mayer Brown, LLP, Chicago, IL

Speakers:  Derek Lipscombe, Toyota North America, Dallas, TX
Seema Patel, East Bay Community Law Center, Oakland, CA
Steve Ury, Service Employees International Union, Los Angeles, CA
Program Agenda

11:00 am – 12:30 pm

Track 1: People Analytics: Reducing Bias or Perpetuating Stereotypes?

Big data analytics, which have fundamentally changed marketing practices in corporate America, increasingly are being adopted by Human Resources to improve, supplement, or even replace current sourcing, recruiting and hiring selection practices. These analytical techniques may take the form of text mining, machine learning, artificial intelligence (AI), robotic process automation (RPA), or a variety of others. Such processes offer the promise of streamlining sourcing, recruiting, hiring selection and other workplace processes, while reducing subjectivity that may lead to biased or discriminatory decisions. However, they also run the risk of perpetuating stereotypes or disparate impact by incorporating discriminatory data and/or homophily effects into the underlying HR systems. This panel will tackle the legal and practical considerations with implementing big data techniques in HR systems, and discuss the advantages and disadvantages to both the applicants and recruiters in doing so.

Moderator: Esther Lander, Akin Gump Strauss Hauer & Feld, Washington, DC
Speakers: Teresa Hutson, Microsoft, Seattle, WA
Christine Webber, Cohen Milstein, Washington, DC

11:00 am – 12:30 pm

Track 2: The Future Direction of Employment Law: Is the USA Moving Further Away or Closer to the Rest of the World?

The prominence of the “at-will” employment doctrine and lack of legislative protections for workers in the U.S. is increasingly in contrast to protections for workers in developed countries around the world. That gulf seems to be widening, as evidenced by legislative changes, real and proposed, in the United Kingdom, Ireland, Canada and France. This panel will focus on how American employment law differs from many other countries and the impact of those differences on both employers and employees. Using the “on-demand” economy as a case study, we will explore the different ways countries have addressed employment issues in the gig workplace and whether the differences in U.S. law and ideology will militate against, or even prevent, the U.S. from making any changes.

Moderator: Danny J. Kaufer, Borden Ladner Gervais, Montreal, QC
David Garland, Epstein, Becker & Green, New York, NY
Stephen B. Moldof, Cohen, Weiss & Simon, New York, NY
Russell Rochford, Matheson, Dublin, Ireland
12:30 – 2:30 pm
Lunch on Your Own

2:30 – 4:30 pm
Roundtable Discussions—Church and Cubicle:
Religious Matters in the Modern Workplace

In the few years since the Supreme Court’s decisions in *Burwell v Hobby Lobby* and *EEOC v Abercrombie*, as well as the EEOC’s updated guidance on religious discrimination in the workplace, where do employers and employees find themselves as it relates to talking about religion in the workplace? Is an applicant who interviews wearing a cross any different from an applicant with a hijab? When can private employers deny birth-control insurance coverage to their employees and how can employees still access the healthcare they need? Join section members for roundtable discussions concerning where we find ourselves with dress and grooming policies as well as discussions on when and how accommodation dialogues in the modern workplace should occur.

**Facilitators:** Lisa Krupicka, Burch, Porter & Johnson, PLLC, Memphis, TN
Michael C. Subit, Frank Freed Subit & Thomas LLP, Seattle, WA

**Panelists:** Robert T. Bernstein, Laner Muchin, Ltd., Chicago, IL
Kevin Brodar, United Transportation Union, Cleveland, OH
Debra S. Katz, Katz, Marshall & Banks, LLP, Washington, DC

5:00 – 6:00 pm
Committee Feedback Meeting

6:30 – 7:30 pm
Networking Reception Honoring Conference Speakers, *EDL* Editors and Chapter Monitors, Followed by Dinner on Your Own
How Social Media Impacts the Workplace from an EEO Perspective

The use of social media as a means of communicating and expressing oneself is everywhere, including both within and outside the workplace. But it also raises new challenges and questions that significantly impact the employee and employer relationship. This panel of experts will discuss and debate the current state of affairs when it comes to social media and employment law, including employers’ responsibilities when employees engage in online—but off duty—harassment; the extent of employers’ rights to monitor employees’ social media accounts; the potential tension between addressing online harassment or bullying and running afoul of NLRB protections; the extent of employees’ rights of privacy and expression on social media; and the importance of a well-written and up-to-date social media policy.

Moderator: Erin Connell, Orrick, Herrington & Sutcliffe, LLP, San Francisco, CA

Speakers: Kathy Chao, Chao Legal, Oakland, CA
Heidi Swartz, Facebook, Menlo Park, CA
Cathy Ventrell-Monsees, Senior Counsel to the Chair, U.S. Equal Employment Opportunity Commission, Washington, DC
9:45 – 11:00 am

Aggressive Diversity and Inclusion Initiatives: The Business Imperative and The Real Legal Risks

In this advanced discussion of cutting edge diversity and inclusion initiatives, the panel will highlight the newest, most innovative and aggressive diversity and inclusion practices and the true legal risks posed by these initiatives. The speakers will debate the pros and cons of aspirational hiring goals, set-aside rotational programs, diversity metrics in reviewing performance, and diversity considerations in a RIF. They will also provide an update on relevant litigation in this arena. Panel members will include experienced union, plaintiff, management and in-house representatives who will present the real-life challenges corporations and employees face with diversity implementation strategies.

**Moderator:** Mark Baugh, Baker, Donelson, Bearman, Caldwell & Berkowitz, P.C., Nashville, TN

**Speakers:**
- Susan Dunnings, Lockheed Martin, Bethesda, MD
- Rachel Geman, Lieff Cabraser Heimann & Bernstein, New York, NY

11:15 am – 12:30 pm

Whose Document Is it? Possession of Documents in the Digital Age: What are the Best Strategies for Employee Self-Protection and Employer Protection Against Theft and What Are Lawyers’ Ethical Responsibilities?

What happens when a departing employee takes or is in possession of company documents on her way out? No longer is it only a question of an employee being caught walking out of the office with boxes of document or requesting a copy of the personnel file. Now employees may have electronic access at home, can email all communication he or she ever had, or take a key document with one click. Technology may allow an employer or employee to delete relevant documents from the server. From non-confidential communications and documents to trade secrets, the considerations are as varied as the circumstances under which they arise. This panel will discuss thorny issues relating to employee “self-help,” including questions of concerted activity, duty to preserve, employee recourse to assure document retention, in-house counsel’s interaction with emails/documents on the employer’s server, employer recourse up to and including initiation of criminal complaints, and special issues relating to whistleblowers. This workshop will focus throughout on the ethics implications for employee, union, and employer counsel.

**Moderator:** Anne-Marie Vercruysse Welch, Clark Hill, PLLC, Detroit, MI

**Speakers:**
- Angie Davis, Baker, Donelson, Bearman, Caldwell & Berkowitz, P.C., Memphis, TN
- Jon Green, Green & Savits, Florham Park, NJ
Sponsors

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Hicks Morely Hamilton Stewart Storie LLP
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Anne B. Shaver, Lieff Cabraser Heimann & Bernstein, LLP, San Francisco, CA
Grace Speights, Morgan, Lewis & Bockius, LLP, Washington, DC

Program Planning Committee

Lisa J. Banks, Katz, Marshall & Banks, LLP, Washington, DC
Katherine E. Bissell, U.S. Department of Labor, Washington, DC
Karen M. Buesing, Akerman LLP, Tampa, FL
Julia Campins, Campins Benham-Baker, Lafayette, CA
J. Randall Coffey, Fisher & Phillips LLP, Kansas City, MO
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Marianne Goldstein Robbins, The Prevalent Law Firm, S.C., Milwaukee, WI
Jon H. Rosen, The Rosen Law Firm, Seattle, WA
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Justin M. Swartz, Outten & Golden LLP, New York, NY
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Jennifer Sabourin, Miller, Canfield, Paddock and Stone, P.L.C., Detroit, MI

Council Liaisons

J. Randall Coffey, Fisher & Phillips, LLP, Kansas City, MO
Kelly M. Dermody, Lieff Cabraser Heimann & Bernstein, LLP, San Francisco, CA
Richard Rosenblatt, Rosenblatt & Gosch, PLLC, Greenwood Village, CO
Meeting Registration
The Conference registration fee is $550 per person for Section of Labor & Employment Law members and $650 for non-Section members who are members of the ABA and $750 for non-ABA members. First-Time Attendees may register at the discounted rate of $395. Section members who are Government Agency and Non-Profit Employees may register for $295. The registration fees cover the Wednesday Welcome Reception and Thursday Conference Dinner, as well as all meeting materials, continental breakfasts and refreshment breaks during the meeting. The guest/spouse registration fee of $150 ($50 for children 12-18) includes the Wednesday and Thursday (less the guest breakfast which requires a separate ticket).

You are encouraged to register on-line at www.americanbar.org/laborlaw. Registration fees are refundable, less a $50 administrative fee, for cancellations received in the Section Office by March 1, 2018.

Hotel Accommodations
We have negotiated special group rates at the Hotel Del Coronado of $269 (deluxe single or double occupancy) per night, plus taxes. The reservation deadline for the group rate is February 20, 2018. If necessary, cancellations must be made at least 72 hours prior to the scheduled arrival to avoid a one-night cancellation charge. Reservations may be made by calling the Hotel Del Coronado at 619-435-6611. Be sure to mention you are attending the “ABA National Conference on Equal Employment Opportunity Law” to receive the group rate. You may also reserve your accommodations online at https://aws.passkey.com/e/49558877.

Air Travel Discounts
American Airlines and United Airlines provide two types of airfare discounts to ABA meeting attendees. You can receive these discounts offline by calling, toll free, American Airlines at 800-433-1790 or United Airlines at 800-521-4041. For more information, visit the ABA Travel Website at www.americanbar.org.

Ground Transportation
The hotel is located approximately 10 miles from San Diego Airport. It is approximately a 20 minute ride and $30 taxi fare.

Group rates have been negotiated with Hertz for our meeting. Call Hertz’s toll-free reservation number at 800/654-3001 and mention the ABA CPD# 13000 for more details.

Spouse/Guest Breakfast
On Thursday, March 15 from 9:00 – 10:30 a.m. there will be a ticketed Spouse/Guest Breakfast at the Hotel Del Coronado. This gathering has become a wonderful tradition and is the perfect time to get together with longtime friends and new acquaintances. The cost to attend is $50 per person. Advance registration is required.

Continuing Legal Education Credit
Required sponsor documentation will be forwarded to and credit requested from MCLE states with general requirements for all lawyers. Each state determines the number of hours to be credited for attendance. Uniform Certificates of Attendance will be available at the meeting. Please visit our website at www.americanbar.org/laborlaw, for information on our Fellowship Program opportunities.
## Registration Form

**ABA Section of Labor and Employment Law**  
**National Conference on Equal Employment Opportunity Law**  
Presented by the Equal Employment Opportunity Committee  
**March 14–17, 2018 • Hotel Del Coronado • Coronado, California**  
Registration Deadline: **March 1, 2018**  
Hotel Reservation Deadline: **February 20, 2018**

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### Affiliation: (Please choose one)

- [ ] Employer/Management  
- [ ] Union & Employee  
- [ ] Employee/Plaintiff  
- [ ] Public/Government  
- [ ] Neutral  
- [ ] Other  
- [x] First-Time Attendee

### Registration Fees:

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| ________ | Section Member  
ABA # | $550  
ABA Non-Section Member | $650  
Non-ABA Member | $750  
First-Time Attendee | $395  
Section Member Government Agency or Non-Profit | $275  
ABA Member Government Agency or Non-Profit | $375  
Non-ABA Member Government Agency or Non-Profit | $475  
Law Students | $0  
Guest(s) | $150  
Children (12–18) | $50

### Social Events and Optional Activities:

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</thead>
</table>
| ________ | Wednesday Welcome Reception (Included in registration fee)  
Thursday Diversity Reception (Included in registration fee)  
Thursday Conference Dinner (Included in registration fee)  
Spouse/Guest Breakfast | $50/person

**Total Amount Enclosed: $________________****

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