Dear Colleague:

We are pleased to provide you with this invitation to register for the 2020 ABA National Conference on Equal Employment Opportunity Law. We are confident that 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 brochure 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. We are particularly enthusiastic that the program will begin with a three-part program focusing on the Americans With Disabilities Act. 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 all areas of the practice, including government leaders.

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

Sincerely,

Kevin Brodar
Union & Employee Co-Chair

Michael G. Canaras
In-House Corporate Counsel Co-Chair

Erin M. Connell
Employer Co-Chair

Anne B. Shaver
Employee Co-Chair
Wednesday, March 25, 2020

3:30 – 3:35 pm
Welcome from Committee Co-Chairs

Kevin Brodar, United Transportation Union, Cleveland, OH
Michael G. Canaras, The Home Depot, Atlanta, GA
Erin M. Connell, Orrick, Herrington & Sutcliffe, LLP, San Francisco, CA
Anne B. Shaver, Lieff Cabraser Heimann & Bernstein, LLP, San Francisco, CA

3:35 – 5:30 pm
ADA: Retrospective and Prospective

In a three-part presentation, we will provide a must-not-miss, dynamic ADA update. We will begin with a quick historical overview of the ADA and the subsequent amendments in the ADAAA, including how the law and amendments came to be and why the law is so important. Next, three respected individuals who are strong disability rights advocates – active in the advancement of employment of disabled people – will engage in a lively discussion that will include innovative, real-life things that have been and can be done to effectuate meaningful employment of disabled people and how to educate both employees and employers to achieve and celebrate the gainful employment of disabled workers. The presentation will conclude with a review of the law to date involving recent key case law developments and a discussion of the challenges employees, employers, and their counsel face and practical ways to find common ground.

Moderators: Julia Campins, Campins Benham-Baker, PC, Lafayette, CA
Robert O’Hara, Epstein, Becker & Green, P.C., New York, NY

Speakers: Lydia X.Z. Brown, Bazelon Center for Mental Health Law, Baltimore, MD
Rebecca Cokley, Disability Justice Initiative, Center for American Progress, Washington, DC
Chai Feldblum, Morgan Lewis & Bockius LLP, Washington, DC
Jessica Rafuse, Microsoft, Seattle, WA
Michael Waterstone, Loyola University, Coelho Center for Disability Law, Los Angeles, CA
Program Agenda

6:00 – 7:30 pm
Welcome Reception

7:30 – 10:00 pm
Dine-Around

Thursday, March 26, 2020

8:00 – 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 who share your focus on equal employment opportunity matters.

Management and Defense Lawyers
Hosts: Erin M. Connell, Orrick, Herrington & Sutcliffe LLP, San Francisco, CA
Jennifer L. Sabourin, Miller, Canfield, Paddock & Stone, P.L.C., Detroit, MI

Employee/Plaintiff Counsel (Union Counsel Also Welcome)
Host: Shaylyn Cochran, Cohen Milstein Sellers & Toll PLLC, Washington, DC

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

9:00 – 10:30 am
Government Plenary
Join top officials from the U.S. 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.

Facilitators: Eric D. Reicin, MorganFranklin, Inc., McLean, VA
Jim Finberg, Altshuler Berzon LLP, San Francisco, CA
Speakers:  
Hon. Eric Dreiband, Assistant Attorney General, Civil Rights Division, Department of Justice, Washington, DC  
Hon. Kate O’Scanlan, Solicitor of Labor, U.S. Department of Labor, Washington, DC  
Hon. John Ring, Chair, National Labor Relations Board, Washington, DC  
Sharon Fast Gustafson, General Counsel, Equal Employment Opportunity Commission, Washington, DC  
Craig Leen, Director, Office of Federal Contract Compliance Programs, Washington, DC

10:30 – 10:45  
Break

10:45 – 11:00 am  
Remarks from Section Leadership  
Christopher T. Hexter, Chair, Section of Labor and Employment Law, St. Louis, MO  
Samantha C. Grant, Chair Elect, Section of Labor and Employment Law, Los Angeles, CA
11:00 am – 12:15 pm

The Riddle of Race Discrimination in 2020

Although Title VII is 55 years old, claims of race discrimination stubbornly persistent, including in the continuing wage gap between white employees and employees of color, and in the static low percentage of employees of color in management roles. Despite an increase in bias training for employees and managers, recent studies claim bias against people of color in hiring persists, and claims of race discrimination are the second-largest category filed with the EEOC, topped only by retaliation claims. Our panel of academics, legal experts and activists will address the reasons for these statistics, including the intersection with religion and/or national origin; the potential for coded bias in hiring; workplace conduct/harassment issues that persist in 2020; how criminal background issues overlap with race issues; and D&I issues specific to race as we explore strategies to fulfill the promise of equal opportunity.

Moderator: Grace Speights, Morgan Lewis & Bockius LLP, Washington, DC

          Rebecca G. Pontikes, Pontikes Law, LLLC, Boston, MA
          Melissa S. Woods, Cohen, Weiss, and Simon LLP, New York, NY

12:15 – 1:30 pm

Diversity Luncheon

This term the U.S. Supreme Court will determine whether Title VII protects LGBTQ employees. Our lunch speakers will discuss their own struggles faced as LGBTQ lawyers and efforts to enshrine protections in employment law for LGBTQ individuals.

Speakers: Ellen Krug, Minneapolis, MN
          Louis Lopez, Office of Special Counsel, Washington, DC (invited)
1:45 – 3:00 pm

Track 1: Cutting Edge Issues Regarding Pay Equity and Pay Gaps

Join us for an interactive discussion regarding the pay equity landscape, including the most cutting edge aspects of state laws and international requirements. This panel of experts will discuss and debate the best ways to address gender and racial wage gaps (both voluntarily and legislatively), and also will discuss the role of pay transparency, public pay disclosures, and mandatory pay gap reporting. The program will also examine the status of the EEOC’s revised EEO-1 form to collect pay data, as well as cover trends in pay equity litigation, including how it differs from claims brought under traditional anti-discrimination laws and unique challenges posed in pay class actions.

Moderator:  David S. Fortney, Fortney & Scott, LLC, Washington, DC

            Amira Dallafior, Pinterest, San Francisco, CA  
            Jessica Stender, Equal Rights Advocates, Sacramento, CA  

1:45 – 3:00 pm

Track 2: LGBTQ Workers Under Title VII: Past, Present, & Future

Join our panel of experienced practitioners as they examine the cases now before the Supreme Court: Bostock v. Clayton County, Georgia; Altitude Express, Inc. v. Zarda; R.G. & G.R. Harris Funeral Homes v. EEOC; others that preceded them, and, quite possibly, a newly minted Supreme Court decision as well. Like SCOTUS, the panel will weigh the competing legal theories that have dominated the developing employment case law. Is LGBTQ discrimination the ultimate case of gender stereotyping or distinct from sex discrimination? Regardless of the answer, can we provide a safe and welcoming work environment for all that accommodates both religious freedom and LGBTQ rights?

Moderator:  Anne-Marie V. Welch, Clark Hill PFC, Birmingham, Michigan

            Lisa J. Banks, Katz, Marshall & Banks, LLP, Washington, DC  
            Nicholas Clements, Lyft, San Francisco, CA  
            Kathleen M. Erskine, Cohen Williams, LLP, Los Angeles, CA
3:00 – 3:15
Break

3:15 – 4:30 pm
Track 1: Advanced Damages
Issues in Employment Cases
While employment litigators spend much of their time thinking and arguing about how to prove or avoid liability, damages can sometimes make or break a case. In individual employment cases, disputes frequently arise regarding the discoverability of and admissibility of facts related to compensatory damages. Class actions present questions regarding the appropriateness of damages formulas and other methods of representative proof. This advanced-level session will explore these and other cutting-edge damages issues in employment cases.

Speakers:  
Menaka N. Fernando, Outten & Golden LLP, San Francisco, CA  
Michael C. Schmidt, Cozen O’Connor P.C., New York, NY

3:15 – 4:30 pm
Track 2: OFCCP in 2020: Hot Topics and New Developments For Federal Contractors
OFCCP continues to pursue a fast-moving enforcement agenda. While the Agency continues to focus on systemic hiring and compensation issues, it also is expanding its focus to include a deeper review of contractor’s compliance obligations regarding the advancement and inclusion of individuals with disabilities and protected veterans. OFCCP also has released several new policy directives, including on the topics of pay analyses and functional affirmative action plans (“FAAPs”). This session will explore the Agency’s new initiatives, discuss recent developments and record monetary recoveries, and will examine the overall impact of recent developments on federal contractor compliance.

Moderator:  

Speakers:  
Beverley Dankowitz, Associate Solicitor of Labor, Civil Rights and Labor Management Division, U.S. Department of Labor, Washington, D.C.  
Amy Pannoni, Microsoft, Seattle, WA
4:45 – 6:00 pm
**Suds and Substance: I am Off the Clock – Leave Me Alone and Give Me a Break!**
We’ll clink our glasses while exploring thorny issues in “off-duty conduct issues” including social media, political speech in and outside of the workplace, employee activism and associated state and federal laws, recent NLRB precedent, and common sense multi-state policy development. Similar to last year’s “large group game show format,” this year’s Suds and Substance will be a highly interactive program. Join in on the fun and test your knowledge while sharing a beverage with your ABA colleagues and friends. Who knows, you might even win a prize or two.

**Facilitators:**
- Tawny L. Alvarez, Verrill Dana, LLP, Portland, ME
- Hillary Benham-Baker, Campins Benham-Baker, PC, Lafayette, CA
- Kevin Brodar, United Transportation Union, North Olmstead, OH
- Melanie Cook, Dollar General, Goodlettsville, TN

6:00 – 7:00 pm
**Networking Reception**

7:00 – 9:00 pm
**Conference Dinner**
Friday, March 27, 2020

7:30 – 8:30 am
Constituency Breakfasts

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

Union
Host: Kevin Brodar, United Transportation Union, North Olmstead, OH

8:00 – 9:30 am
Constituency Breakfast

In-House Counsel
Host: Michael G. Canaras, The Home Depot, Atlanta, GA
8:45 – 10:00 am
Motions to Compel: Translating Theory to Practice in a Retaliation Case

Cases are often – perhaps usually – won or lost on the facts, not the law. This presentation will explore issues around the facts to which retaliation litigants are entitled, with an eye towards how the #MeToo movement may have altered the calculus. In this pre-trial practice demonstration, seasoned practitioners will argue and a judge will decide a motion to compel in a retaliation case. Where a plaintiff claims that evidence about other employees is relevant to show intent, what must she demonstrate in order to be entitled to personnel records of her fellow employees? What must a defendant demonstrate, as opposed to merely assert, about burden in order to successfully resist production? And how, if at all, have notions of what is “proportional to the needs of the case” or “the importance of the issues at stake in the action” – two factors relevant to the analysis under FRCP 26 – changed in the current cultural climate? Join us for an examination of these issues and more through the vehicle of a practical demonstration.

Moderator: Richard Rosenblatt, Rosenblatt & Gosch, PLCC, Greenwood Village, CO
Speakers: Robert T. Bernstein, Laner Munchin, Chicago, IL
Joseph M. Sellers, Cohen Milstein Sellers & Toll PLLC, Washington, DC

10:15 – 11:45 am
Supreme Court/EEO Case Law Review

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.

Speakers: J. Randall Coffey, Fisher Phillips LLP, Kansas City, MO
Michael C. Subit, Frank Freed Subit & Thomas LLP, Seattle, WA

11:45 am – 1:00 pm
Lunch On Your Own
1:15 – 2:30 pm

**Track 1: High-Impact Training:**
A Demonstration and Discussion of How To Conduct Implicit Bias Training

This session will take participants through an actual interactive training session to demonstrate how organizations can use such training to reduce discrimination in the workplace. This session will help participants understand how quickly first impressions are formed and can lead to unconscious bias, and how these biases can impede an organization’s ability to attract, retain and develop the broadest pool of top talent. Participants will also learn about “bias interrupters” that they can use to minimize bias in the workplace. The concepts of “individual interrupters” and “organizational interrupters” will be discussed. Panelists will also share best practices for implementing interactive training sessions in the workplace. By the end of the session, all participants will have a better understanding of how they can use interactive training sessions to make a positive impact on their organizations.

**Speakers:**
Barbara J. D’Aquila, Norton Rose Fulbright US LLP, Minneapolis, MN
Joan C. Williams, University of California, Hastings College of the Law, San Francisco, CA

1:15 – 2:30 pm

**Track 2: The Immigrant Workforce:**
New Challenges Impacting Foreign Workers and Those Who Employ Them

Join us for a panel featuring hot immigration topics of interest to employers and employees including increased immigration enforcement efforts through I-9 compliance and worksite audits, practical guidance for employers and employees in dealing with Targeted ICE Raids, preparing management on how to handle a raid if it occurs, and preparing for employees not showing up for work. Our panel of experts also will discuss the potential for employee claims of discrimination on the grounds of actual or perceived ethnicity, country of origin, or immigration status, including in situations where an employer decides to terminate or discipline employees for not reporting to work in response to government raids. This panel will also look at the proposed legislation to remove per-country limits on the issuance of employment-based green cards and the effects such rule could have on employers and foreign sponsored workers if passed into law.
2:45 – 4:45 pm

Roundtable Discussion: Bringing Up Baby: Pregnancy and Caregiver Discrimination

The Pregnancy Discrimination Act, ADA, FMLA, and other federal, state, and local laws pose significant legal and practical challenges to both employers and employees. These challenges present themselves not only when employees become pregnant, but also as new parents take leaves of absence, re-enter the workplace, and balance the demands of raising families with the demands of the job. Join section members for interactive, deep-dive roundtable discussions into special topics in pregnancy and caregiver discrimination, including reasonable accommodations, sex stereotyping, leaves of absence (including parental leave policies), and associational discrimination.

Speakers/Discussion Leaders: Carrie Grundmann, Spilman Thomas & Battle, PLLC, Winston-Salem, NC
Cathi J. Hunt, Advanced Sterilization Products, Everett, WA
Jennifer Liu, The Liu Law Firm, Menlo Park, CA
Teri Guttman Valdes, Teri Guttman Valdes PA, Coral Gables, FL

5:00 – 5:45 pm

Committee Feedback Meeting

6:00 – 7:00 pm

Networking Reception Honoring Conference Speakers, EDL Editors and Chapter Monitors, Followed by Dinner on Your Own
Saturday, March 28, 2020

8:45 – 9:45 am
Diversity Recruiting Initiatives: Best Practices and Unintended Consequences

Many organizations are implementing initiatives to try to improve diversity in the workforce, such as the “Rooney rule,” diversity dashboards, sponsorship programs, and rewards or incentives tied to diversity recruitment efforts or hiring outcomes. While well-intentioned, these initiatives can often result in unintended consequences, including “reverse” discrimination claims. This panel of experienced practitioners and experts, including an in-house corporate diversity officer, will examine best practices for implementing effective diversity initiatives, while avoiding the potential pitfalls of such efforts.

Moderator: Tiseme G. Zegeye, Lieff Cabraser Heimann & Bernstein, LLP, San Francisco, CA

Speakers: Cornelia Ho-Chin Dai, Hadsell Stormer Renick & Dai LLP, Pasadena, CA
Esther G. Lander, Akin Gump Strauss Hauer & Feld LLP, Washington DC
Adelmise Warner, Pandora, Inc., Oakland, CA

9:45 – 10:00 am
Break

10:00 – 11:15 am
Employee Mobility and Advanced Restrictive Covenant Issues

This interactive session will cover significant developments regarding trade secrets, no-poach agreements, non-competes and other restrictive covenants, including legislative developments, recent court decisions and trends in litigation. Our panel of experts will also discuss antitrust issues associated with no-poach agreements and the Department of Justice’s recent interest in this area, and will discuss practical tips for practitioners and employers facing this ever-changing dynamic environment.

Speakers: Rebecca Goldstein, Medtronic, Minneapolis, MN
Anne B. Shaver, Lieff Cabraser Heimann & Bernstein, LLP, San Francisco, CA
Michael D. Weil, Orrick, Herrington & Sutcliffe, LLP, San Francisco, CA
11:30 am – 12:30 pm

Lawyer Heal Thyself: Mental Health Trends, Solutions and Ethical Obligations In the Legal Profession

The practice of law continues to be a dangerous profession. A recent ABA/Hazelden study of 15,000 attorneys nationwide presents alarming statistics of lawyers on the edge: depression, anxiety, aging issues, alcoholism, addiction, burnout, and suicide. In 2017, the ABA amended the ABA Model Rule for Minimum Continuing Legal Education which includes a requirement for lawyers to receive at least one hour of mental health or substance use disorder programming every three years. The panel will discuss the lawyer “personality” and how it may contribute to self-sabotaging behavior. Join us as we examine the results of the 75 year Harvard Grant Study on what leads to a “flourishing.” Finally, the panel will address ethical obligations of lawyers and law firms when helping impaired colleagues, including Rule 1.16 (a)(2) which prohibits a lawyer representing or continuing to represent a client where “the lawyer's physical or mental condition materially impairs the lawyer's ability to represent the client.”

Moderator: Angie C. Davis, Baker Donelson Bearman Caldwell & Berkowitz PC, Memphis, TN

Speakers: Oscar Carr, Experiential Healing Center, Memphis, TN
          Kathleen M. Flaherty, Connecticut Legal Rights Project, Inc., Middletown, CT
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Robert O’Hara, Epstein, Becker & Green, New York, NY
Marianne Goldstein Robbins, The Previant Law Firm, Milwaukee, WI

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Retu Singla, Transport Workers Union, Local 100, New York, NY
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Michael Subit, Frank Feed Subit & Thomas, Seattle, WA
Justin M. Swartz, Outten & Golden LLP, New York, NY
Tiseme G. Zegeye, Lieff Cabraser Heimann & Bernstein, LLP, San Francisco, CA

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Council Liaisons
Katherine E. Bissell, U.S. Department of Labor, Washington, DC
J. Randall Coffey, Fisher & Phillips LLP, Kansas City, MO
Kelly M. Dermody, Lieff Cabraser Heimann & Bernstein, LLP, San Francisco, CA
Richard Rosenblatt, Rosenblatt & Gasch, PLLC, Greenwood Village, CO
Meeting Registration
The Conference registration fee is $595 ($495 before January 16, 2020) per person for Section of Labor and Employment Law members and $675 ($595 before January 16, 2020) for non-Section members who are members of the ABA and $775 ($695 before January 16, 2020) 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 access to all program materials, MCLE accreditation, continental breakfasts and refreshment breaks during the meeting. The guest/spouse registration fee of $175 ($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.ambar.org/midwinter. Registration fees are refundable, less a $50 administrative fee, for cancellations received in the Section Office by March 3, 2020. Substitutions are accommodated without penalty.

Hotel Accommodations
We have negotiated special group rates at Park Hyatt Aviara of $289 (deluxe single or double occupancy) per night, plus taxes. The reservation deadline for the group rate is March 3, 2020. 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 Park Hyatt at 760-448-1234. Be sure to mention you are attending the “ABA National Conference on Equal Employment Opportunity Law” to receive the group rate.

Ground Transportation
The Park Hyatt is located approximately 30 miles from San Diego International Airport. It is approximately a 30-minute drive and $60 taxi fare.

Spouse/Guest Breakfast
On Thursday, March 26 there will be a ticketed Spouse/Guest Breakfast at the Park Hyatt. 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 $75 per person. Advance registration is required.

Air Travel Discounts
With ABA Egencia, you can automatically obtain ABA negotiated airfare discounts for travel to the ABA Meetings. ABA Egencia enables you to purchase the best airfare at the time of booking, by providing you with the ability to search for and compare fares from virtually every airline serving the destination. Reservations with ABA Egencia can be made online or offline. For offline reservations, call (877) 833-6285. ABA Egencia is available online at www.egencia.com via ABA Travel Services. ABA airfare discounts on some carriers may also be obtained by purchasing your tickets under the ABA Discount Codes directly from the airline or through your travel agent.

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The ABA directly applies for and ordinarily receives CLE credit for ABA programs in AK, AL, AR, AZ, CA, CO, CT, DE, GA, GU, HI, IA, IL, IN, KS, KY, LA, ME, MN, MS, MO, MP, MT, NH, NJ, NM, NV, NY, NC, ND, OH, OK, OR, PA, SC, TN, TX, UT, VT, VA, VI, WA, WI, and WV. These states sometimes do not approve a program for credit before the program occurs. This transitional program is approved for both newly admitted and experienced attorneys in NY. Attorneys may be eligible to receive CLE credit through reciprocity or attorney self-submission in other states. For more information about CLE accreditation in your state, visit https://www.americanbar.org/cle/mandatory_cle.html.

Visit the Section of Labor & Employment Law website at www.americanbar.org/laborlaw for information about the Section Development Fund and YLD Fellowship Program opportunities. Full or partial fee waivers may be available based on financial hardship. Qualifying attorneys could receive at least a 50% reduction in the course fee. This does not include any reduction in meals, lodging or travel costs associated with the course. Please send written requests to laborempllaw@americanbar.org.
Registration Form

ABA Section of Labor and Employment Law

National Conference on Equal Employment Opportunity Law

Presented by the Equal Employment Opportunity Committee

March 25–28, 2020 • Park Hyatt Aviara • Carlsbad, California

Advance Registration Deadline: March 12, 2020 • Hotel Reservation Deadline: March 3, 2020

NAME

NICKNAME/BADGE NAME

FIRM/ORGANIZATION

STREET ADDRESS

CITY

STATE

ZIP CODE

PHONE

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NAME OF ATTENDING SPOUSE/GUEST(S)

Affiliation: (Please choose one)

☐ Employer/Management  ☐ Union & Employee  ☐ Employee/Plaintiff  ☐ Public/Government  ☐ Neutral  ☐ Other

☐ First-Time Attendee

Registration Fees:

Section Member Early Registration Discount (on or before 1/16/20)  
ABA # __________________________ @ $495

Section Member (after 1/16/20)  
ABA # __________________________ @ $550

ABA Non-Section Member Early Registration Discount (on or before 1/16/20)  
ABA # __________________________ @ $595

ABA Non-Section Member (after 1/16/20)  
ABA # __________________________ @ $650

Non-ABA Member Early Registration Discount (on or before 1/16/20)  
ABA # __________________________ @ $695

Non-ABA Member (after 1/16/20)  
ABA # __________________________ @ $750

First-Time Attendee  
ABA # __________________________ @ $395

Section Member Government Agency or Non-Profit  
ABA # __________________________ @ $275

ABA Member Government Agency or Non-Profit  
ABA # __________________________ @ $375

Non-ABA Member Government Agency or Non-Profit  
ABA # __________________________ @ $475

Law Students  
ABA # __________________________ @ $0

Guest(s)  
ABA # __________________________ @ $175

Children (12–18)  
ABA # __________________________ @ $50

Social Events and Optional Activities:

Wednesday Welcome Reception  
Quantity __________ (Included in registration fee)

Thursday Diversity Reception  
Quantity __________ (Included in registration fee)

Thursday Conference Dinner  
Quantity __________ (Included in registration fee)

Spouse/Guest Breakfast  
Quantity __________ @ $75/person

Total Amount Enclosed: $__________________

Register by:

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www.ambar.org/midwinter
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