



# CLIENT UPDATE

Monthly news and developments in employment law and labor relations  
for California Public Agencies.

OCTOBER 2019

## INDEX

Benefits Corner .....	6
Consortium Call of the Month...	6
Did You Know?.....	6
Discrimination .....	5
Firm Victories.....	1
Independent Contractors .....	3
Labor Relations .....	4
Wage & Hour.....	3

## LCW NEWS

Firm Activities.....	10
Firm Publications .....	9
LCW Conference 2020.....	7
New to the Firm .....	9
Online Harassment Training .	8

*Client Update* is published monthly for the benefit of the clients of Liebert Cassidy Whitmore. The information in *Client Update* should not be acted on without professional advice.

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## FIRM VICTORIES

### *LCW Obtains Victory For Agency In Police Officer Termination Appeal.*

LCW Managing Partner [Scott Tiedemann](#) and Associate Attorney [Amit Katzir](#) defeated a former police officer’s lawsuit seeking to overturn his termination.

In this case, an officer injured himself on duty and filed a workers’ compensation claim. The officer signed a waiver allowing the workers’ compensation division to obtain his medical records in order to determine his benefits.

The workers’ compensation division then sent the officer’s medical records to a physician to help them identify a diagnosis. In reviewing these records, the physician discovered that the officer appeared to be taking a large quantity of opiates while employed as an officer and that he had failed to disclose multiple medical injuries on his pre-employment medical history form. The physician was the same person who performed the officer’s pre-employment medical examination. The physician opined, based on what the physician believed was a clear pattern of repeated, heavy opiate use, that the officer could not safely perform the functions of a police officer. The physician reported his opinion to the law enforcement agency.

The agency subsequently initiated an investigation into the officer, and interviewed the physician. Thereafter, the physician prepared two reports for the investigation. The reports outlined the physician’s opinion and provided the underlying medical records. The agency terminated the officer for: omitting information in his pre-employment medical examination; failing to disclose that he was prescribed thousands of opiate painkillers during his employment; and dishonesty in the internal affairs investigation.

After the agency’s legislative body upheld the termination, the officer filed a petition requesting that the Superior Court review the agency’s decision. The officer argued that the physician’s disclosure of his medical records violated his privacy rights, and that the agency should not have considered the medical evidence. The officer argued that the exclusionary rule, which generally applies to illegal searches and seizures in criminal cases, made his medical evidence inadmissible.

The agency argued that its acquisition and use of the medical records was privileged under the Civil Code, and that the exclusionary rule did not apply. While the court declined to address the privilege issue, it determined the agency did not need to exclude the medical records under the exclusionary rule.

The court first noted that there was a real question as to whether the exclusionary rule applied to the officer's appeal hearing before the agency's legislative body. The purpose of that rule is to deter the police from violating the Fourth Amendment prohibition on illegal searches and seizures. Moreover, courts extend the rule to civil proceedings only when the proceedings are so closely related to the aims of criminal prosecution that they are deemed "quasi-criminal."

Here, the court reasoned that the agency did not obtain the records from an illegal search. Instead, the physician lawfully obtained the medical records through the waiver the officer signed. While the physician's decision to turn over the medical records to the agency may have gone beyond the original stated, workers' compensation purpose of the waiver, the court concluded the agency did not receive the medical records through an unlawful search or seizure.

Second, the court reasoned that even if the exclusionary rule applied, it did not prohibit the agency from considering the officer's records. The court noted that when the exclusionary rule applies, courts use a balancing test to determine whether to exclude the evidence. Although the agency used the officer's medical records in the course of its investigation, the court found that the agency was justified in doing so under the circumstances. The physician independently raised concerns about the officer's potential drug use. The agency did not ask the physician to create the reports until after it interviewed the physician, and after the agency had developed the reasonable suspicions that: the officer was using drugs he did not disclose; and that the officer had been untruthful on his pre-employment medical statement.

The officer argued that admitting his lifetime medical history into evidence at the hearing was egregious and shocking. The court disagreed. As a police officer, the officer owed a unique duty of loyalty, trust, and candor to his employer and the public at large. Therefore, when the agency received a credible concern from the physician about the officer's potential drug abuse, the agency had the authority to investigate and discipline a betrayal of that trust.

Thus, the court determined that the agency's legislative body did not abuse its discretion in considering the officer's medical records in terminating the officer.

**NOTE:**

*One of the key points that the court relied upon was that the agency methodically reacted to information it received from the physician through its internal investigation process. The physician provided the department the medical information on his own, the department interviewed the physician, and then the agency developed a reasonable suspicion about the officer's misconduct. The agency's methodical approach gave the court reason to decide that even if the exclusionary rule did apply, the agency acted reasonably and lawfully as to the medical records. Agencies can count on LCW to be a trusted advisor that gives insightful advice throughout an investigation and disciplinary process.*

***LCW Wins Summary Judgment For City In Age Discrimination Action.***

In a case handled by [Jennifer Rosner, Lee Heard](#), and [Emanuela Tala](#), LCW helped secure summary judgment for a city in a firefighter's age discrimination lawsuit.

A firefighter sued the city, alleging that the city failed to promote him to Fire Captain in 2009, 2013, 2015, and 2017 due to his age in violation of the Fair Employment and Housing Act ("FEHA").

On summary judgment, LCW argued on behalf of the city that the statute of limitations barred all claims arising out of promotional decisions occurring before August 27, 2017 – one year prior to the filing of the firefighter's complaint with the Department of Fair Employment and Housing ("DFEH"). Under the FEHA, a person must file a DFEH complaint within one year of the act or omission alleged to constitute discrimination, harassment or retaliation. Except for certain limited circumstances, failure to timely file a DFEH complaint bars a civil action. The court agreed with LCW's argument that no exceptions applied, and held that any promotional decisions that occurred prior to August 27, 2017 could not form the basis for the firefighter's lawsuit.

With regard to promotional decisions that occurred between August 27, 2017 and August 27, 2018, the court agreed that the city had provided legitimate business reasons, that were not pretextual, for promoting other candidates. The court also emphasized that of the 13 individuals promoted between 2013 and 2019, seven were over the age of 40, and 11 outscored the firefighter during the promotional process.

**NOTE:**

*This case illustrates the importance of an in-depth understanding of the FEHA, including its specific procedural requirements, in successfully defending public entities in discrimination actions. This case also illustrates how important it is for a public agency to be able to identify legitimate, non-discriminatory reasons for its employment actions and decisions. LCW is pleased to help the city obtain a complete victory without the need for a trial.*

## WAGE & HOUR

### *New Minimum Salaries Needed To Qualify For FLSA Minimum Wage And Overtime Exemptions.*

The U.S. Department of Labor (“DOL”) announced the final version of its new exemption rule. This DOL regulation increases the salary thresholds that qualify for the “white collar” and “highly compensated employee” exemptions to the Fair Labor Standards Act (“FLSA”).

The FLSA provides “white collar” exemptions for executive, administrative, and professional employees. To qualify under one of these exemptions from the FLSA’s minimum wage and overtime requirements, an employee must first meet the DOL salary basis test. Part of that test is a minimum salary the employee must receive. Since 2004, the salary basis test required the employee to receive a minimum salary of \$455 per week or \$23,660 per year. However, under this new rule, employees must now make \$684 per week or \$35,568 per year to qualify.

The FLSA also provides a “highly compensated employee” exemption, which covers well-

paid personnel who perform some managerial duties. This new rule also increases the highly compensated employee threshold from \$100,000 to \$107,432.

The new salary thresholds will take effect on January 1, 2020. The new DOL regulation does not change the “duties” test, which an employer must also meet to exempt an employee from overtime.

**NOTE:**

*Agencies should evaluate which employees will remain exempt from the FLSA under these new salary thresholds. LCW attorneys can assist agencies in reviewing FLSA compliance, and advising as to any associated collective bargaining duties.*

## INDEPENDENT CONTRACTORS

### *Governor Signs AB 5: The “ABC” Test For Independent Contractor Status Is Codified.*

On September 18, 2019, Governor Gavin Newsom signed Assembly Bill No. 5 (“AB 5”) into law. AB 5 codifies the “ABC” test for determining independent contractor status that the California Supreme Court adopted in its 2018 decision in *Dynamex Operations West, Inc. v. Superior Court* (2018) 4 Cal.5th 903. AB 5 also expands the ABC test so that it applies not only to the IWC wage orders, but also to the California Labor and Unemployment Insurance Codes.

AB 5 creates Labor Code section 2750.3, which provides that under the Labor Code, the Unemployment Insurance Code, and Industrial Welfare Commission (“IWC”) wage orders, an individual providing labor or services for compensation is an employee rather than an independent contractor unless the hiring entity demonstrates that all three of the following conditions are satisfied: (1) the individual is free from the control and direction of the hiring entity in connection with the performance of the work, both under the contract terms and in fact; (2) the individual performs work that is outside the

usual course of the hiring entity's business; and (3) the individual is customarily engaged in an independently established trade, occupation, or business of the same nature as the work performed for the hiring entity.

There is no express exemption in AB 5 for public agencies.

Labor Code section 2750.3 does exempt from the ABC test, however, a number of occupations that remain subject to the previous independent contractor test stated in a California Supreme Court case that was decided before *Dynamex*. These exempted occupations include, insurance agents; medical professionals such as physicians, dentists, podiatrists, psychologists, and veterinarians; licensed professionals such as attorneys, architects, engineers, private investigators, and accountants; financial advisers; direct sales salespersons; commercial fisherman; some contracts for professional services for marketing, human resources administrators, travel agents, graphic designers, grant writers, fine artists, freelance writers, photographers and photojournalists, and cosmetologists; licensed real estate agents; "business service providers"; construction contractors; construction trucking services; referral service providers; and motor club third party agents.

Additionally, AB 5 applies this new Labor Code section 2750.3 to Labor Code section 3351, which relates to employment status for workers' compensation coverage. This portion of the law is not effective until July 1, 2020.

Finally, AB 5 amends Unemployment Insurance (UI) Code section 621 to incorporate *Dynamex's* ABC test. But, the UI Code amendment does not reference the occupations that Labor Code section 2750.3 exempts. Thus, those who fall into one of the exemptions in Labor Code section 2750.3 may not be exempt from the provisions of the UI Code unless the conditions of the ABC test are satisfied.

**NOTE:**

*Under AB 5, if an individual is an employee of the agency under the ABC test, then: he or she is eligible for unemployment benefits; and any Labor*

*Code laws applicable to public agency employees, including workers' compensation coverage and paid sick leave benefits. LCW can assist public agencies to evaluate all independent contractor arrangements under the ABC test and Labor Code section 2750.3.*

## LABOR RELATIONS

### *PERB Directs City To Reinstate Proposal It Withdrew Three Years Earlier.*

The City of Palo Alto and the Utilities Management & Professional Association of Palo Alto ("UMPAPA") negotiated their initial collective bargaining agreement. Throughout the bargaining, the parties deferred negotiations on non-economic issues. Following the City's last, best, and final economic proposals, the City proposed that the parties bifurcate economic issues from non-economic issues. This would allow the pay increases to go into effect while the parties continued to negotiate non-economic terms.

UMPAPA took the City's economic proposals to its members, who ratified them. After UMPAPA ratified the City's economic proposals, the City made a non-economic proposal seeking to include an "at-will" provision for eight management positions. After UMPAPA rejected that proposal, the City withdrew the bifurcation plan.

The Administrative Law Judge (ALJ) concluded this constituted bad faith bargaining in violation of the Meyer-Milias-Brown Act (MMBA). Neither party excepted to the ALJ's findings on liability.

However, UMPAPA requested that the Public Employment Relations Board (PERB) alter the ALJ's proposed remedial order, and require the City to reinstate the bifurcation proposal and the related last, best, and final economic proposals that the ALJ had determined were withdrawn in bad faith. Further, UMPAPA requested that PERB amend the proposed order to include an attorney's fee award.

PERB noted that a properly designed remedial order seeks to restore the situation to what the situation would have been without the unfair

labor practice. Thus, PERB directed the City to put the bifurcation proposal and the related last, best, and final economic proposals back on the table if UMPAPA requested. PERB reasoned that reinstating these proposals would restore the situation as nearly as possible to what would have existed but for the City's withdrawal of the proposals.

However, PERB declined to amend the proposed order to include an attorney's fee award. To obtain reimbursement of attorney's fees or other litigation expenses while litigating a matter in front of PERB, the moving party must demonstrate that the claim, defense, motion, or other action was "without arguable merit" and pursued in "bad faith." PERB reasoned that while the positions taken by the City's representatives were unsuccessful, they were nonetheless positions that a prudent representative might legitimately take in good faith.

*City of Palo Alto*, PERB Decision No. 2664-M (2019).

**NOTE:**

*This case illustrates PERB's power to determine a remedy. PERB remedies can include reinstating a withdrawn proposal, even if the agency withdrew the proposal years earlier.*

## DISCRIMINATION

### *Title III Of The ADA Applies To Websites Connected To Places Of Public Accommodation.*

Cheryl Thurston is blind and uses screen-reading software to access the Internet and read website content. When Thurston attempted to access the website for a restaurant named "The Whisper Lounge", her software could not read the menu or make reservations. While a non-visually impaired person could make a reservation on the website 24/7, Thurston would have to call the restaurant during business hours to make one.

Thurston filed a complaint against the owner of the restaurant alleging that the inaccessible website violated the Unruh Act. The Unruh Act requires businesses to provide full and equal

accommodations, advantages, facilities, privileges, and services. Additionally, the Unruh Act makes any violation of the federal Americans With Disabilities Act ("ADA") a violation of the Unruh Act.

Title III of the ADA provides, "No individual shall be discriminated against on the basis of disability in the full and equal enjoyment of the goods, services, facilities, privileges...of any place of public accommodation . . . ." Discrimination includes treating an individual with a disability differently by failing to provide auxiliary aids and services. Further, federal regulations require that a public accommodation "furnish appropriate auxiliary aids and services where necessary to ensure effective communication with individuals with disabilities."

In this case, the California Court of Appeal considered whether Title III of the ADA applied to a website connected to a physical place of public accommodation. While the parties agreed the physical restaurant was a place of public accommodation, the restaurant argued that the ADA did not apply to its website.

The court evaluated the plain language of the ADA and noted that the statute applies to services *of* a place of public accommodation, not services *in* a place of public accommodation. Thus, the court noted that Title III of the ADA encompasses more than a physical place. Additionally, the court noted that Congress intended that the ADA "keep pace with the rapidly changing technology of the times." For these reasons, the court concluded the ADA applied to websites connected to a physical place of accommodation. However, the court declined to consider whether Title III of the ADA governs a website unconnected to a physical place of public accommodation offering only purely Internet-based services or products.

While the restaurant argued that its website was not sufficiently connected to its physical restaurant, the court disagreed. The court concluded that because the website connects customers to the services of the restaurant, there is a sufficient nexus between the site and the restaurant. Thus, the Court of Appeal concluded that the ADA applied to the restaurant's website.

*Thurston v. Midvale Corp.*, 2019 WL 4166620 (2019).

**NOTE:**

*This case reaffirms the Ninth Circuit's decision in Robles v. Domino's Pizza LLC that LCW published in the February 2019 Client Update. In Robles, a man who used screen-reading software to access the internet asserted that the Domino's website and smart phone app were inaccessible for visually impaired people. The Ninth Circuit concluded that since the website and app were designed to facilitate access to Domino's products and services, Robles' lawsuit under the ADA could proceed.*

## DID YOU KNOW....?

Whether you are looking to impress your colleagues or just want to learn more about the law, LCW has your back! Use and share these fun legal facts about various topics in labor and employment law.

- Governor Newsom signed Senate Bill No. 778 into law, which provides that the requirement to provide harassment prevention training to both supervisory and nonsupervisory employees is not required until calendar year 2020. Previously, Senate Bill No. 1343 required that all applicable harassment training be conducted this year.
- Vaping is not permitted in non-smoking sections of the workplace. (Labor Code, § 6404.5.)
- Starting in 2020, public employers will be able to offer new health reimbursement arrangements to their current employees.

## CONSORTIUM CALL OF THE MONTH

Members of Liebert Cassidy Whitmore's employment relations consortiums may speak directly to an LCW attorney free of charge regarding questions that are not related to ongoing legal matters that LCW is handling for the agency, or that

do not require in-depth research, document review, or written opinions. Consortium call questions run the gamut of topics, from leaves of absence to employment applications, disciplinary concerns to disability accommodations, labor relations issues and more. This feature describes an interesting consortium call and how the question was answered. We will protect the confidentiality of client communications with LCW attorneys by changing or omitting details.

**Question:** An HR manager called LCW to ask if a newly hired employee who is not a United States citizen is required to take a loyalty oath as a disaster service worker.

**Answer:** The attorney advised the HR manager that the statute requiring public employees to take an oath to be disaster service workers excludes legally employed aliens (Government Code section 3101). Therefore, the attorney advised the HR manager that legally employed aliens are not required to take a loyalty oath to be disaster service workers.

## BENEFITS CORNER

### *IRS Letter Highlights Ongoing Applicability Of ACA's Employer Shared Responsibility Provisions.*

Under the Affordable Care Act, an applicable large employer (i.e., an employer with at least 50 full-time employees, including full-time equivalent employees in the preceding calendar year) may be liable for an employer shared responsibility payment if it fails to comply with the ACA's employer shared responsibility provisions (aka, the employer mandate). The payment requirement is generally triggered in one of two situations:

- The employer fails to offer minimum essential coverage to substantially all of its full-time employees (and their dependents), and at least one full-time employee receives a premium tax credit through Covered California.
- The employer offers minimum essential coverage to substantially all of its full-time employees (and their dependents) but at least one of the full-time

employees receives a premium tax credit through Covered California because the offered coverage does not provide minimum value or is not affordable, or the full-time employee was not offered coverage.

In a recent letter responding to an inquiry by Senator Susan Collins, the IRS addressed an Executive Order issued January 20, 2017, directing federal agencies to exercise authority and discretion to waive, defer, grant exemptions from, or delay the regulatory burden that the ACA imposed. The question that Senator Collins had posed was whether an employer shared responsibility payment may be waived or reduced based on hardship or other factors.

In its response, the IRS pointed out that the ACA itself does not provide for a waiver of an employer shared responsibility payment. The IRS then confirmed that “[t]he legislative provisions of the ACA are still in force until Congress changes them. Therefore, taxpayers must follow the law and pay what they may owe.”

The letter underscores the importance of compliance with the ACA’s employer shared responsibility provisions and other requirements including reporting, and suggests that the IRS will interpret the law strictly. Employers should carefully evaluate their health benefits arrangements and reporting practices to ensure conformity with the ACA.

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**Public Sector Employment Law Annual Conference**

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# Announcing LCW's On-Demand Harassment Prevention Training Tool



In 2018, California legislature passed **SB 1343** and **SB 778** expanding the requirement for who has to be trained on sexual harassment issues, largely in response to the #MeToo movement. The law requires employers with **five or more employees** to provide harassment prevention training to **all employees**. Supervisors must receive 2 hours of training every two years or within 6 months of their assumption of a supervisory position. Non-supervisory staff must participate in the **1-hour course every two years**.

If it sounds like a daunting task to get **ALL** of your employees trained, not to fear! LCW has you covered. Leaders in preventative training, we have training programs designed to meet your needs and ensure that your organization remains compliant.

## Online On-Demand Training

Our engaging, interactive, and informative on-demand training satisfies California's harassment prevention training requirements. This training is an easy-to-use tool that lets your employees watch at their own pace. Our on-demand training has quizzes incorporated throughout to assess understanding and application of the content and participants can download a certificate following the successful completion of the quizzes.

Our online training allows you to train your entire workforce and provides robust tracking analytics and dedicated account support for you.

**To learn more about our special organization-wide pricing and benefits, please contact Katie Huber at [khuber@lcwlegal.com](mailto:khuber@lcwlegal.com) or 310.981.2057.**

Online options are available for both the **Two-Hour Supervisory Training Course** and the **One-Hour Non-Supervisory Training Course**.



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Learn more: <https://www.lcwlegal.com/harassment-prevention-training-services>



## NEW TO THE FIRM



**Anni Safarloo** is an Associate in Liebert Cassidy Whitmore's Los Angeles office where she provides representation and counsel to clients in matters pertaining to labor and employment law, business and facilities, and general litigation. Anni has experience representing public agencies in all phases of litigation, especially related to construction delay, extra work and stop notice claims; commercial matters; and code enforcement. She has secured judgments in favor of clients in various code enforcement matters and handles post-judgment remedies. Anni also represents clients in real estate related litigation. She advises clients in various general counseling, pre-litigation and litigation matters.

She can be reached at 310.981.2313 or [asafarloo@lcwlegal.com](mailto:asafarloo@lcwlegal.com).



**Nathan Jackson** is an associate in Liebert Cassidy Whitmore's Sacramento office where he provides representation and counsel to clients in matters pertaining to labor and employment law. Nathan defends cities, counties and special districts against individual and representative claims for discrimination, retaliation, harassment, wrongful termination, breach of contract, and violations of wage and hour laws, including class actions and claims brought under the Private Attorney General Act (PAGA). He also counsels clients regarding sensitive personnel matters.

He can be reached at 916.584.7022 or [njackson@lcwlegal.com](mailto:njackson@lcwlegal.com).



**Richard Shreiba** is an Associate in Liebert Cassidy Whitmore's Fresno office where he provides advice and representation to clients on labor, employment, and business & facilities matters. Richard litigates in both state and federal court and has experience from pre-litigation through trial.

He can be reached at 559.256.7800 or [rshreiba@lcwlegal.com](mailto:rshreiba@lcwlegal.com).

**NOTICE: We will be publishing Legislative Round Ups next month and will return with our Client Update newsletter in December.**



## FIRM PUBLICATIONS

To view these articles and the most recent attorney-authored articles, please visit: [www.lcwlegal.com/news](http://www.lcwlegal.com/news).

Partner [Peter Brown](#) and Associate [Lisa Charbonneau](#) wrote an article that appeared in the *Daily Journal* titled "DOL may update overtime rate regulations for the first time in 50 years" on September 13, 2019.

Sacramento Partner [Gage Dungy](#) authored an article that appeared in the *Daily Journal*, "A Recap of New Employer Requirements as Cleanup Bill Passes," discussing recent legislation passed in California amending SB 1343 harassment training requirements on September 23, 2019.

## MANAGEMENT TRAINING WORKSHOPS

## Firm Activities

### Consortium Training

- Oct. 10      **“Technology & Employee Privacy”**  
Bay Area ERC | Webinar | Che I. Johnson
- Oct. 10      **“Maximizing Supervisory Skills for the First Line Supervisor”**  
East Inland Empire ERC | Fontana | Kristi Recchia
- Oct. 10      **“Technology & Employee Privacy”**  
San Mateo County ERC | Webinar | Che I. Johnson
- Oct. 10      **“The Future is Now - Embracing Generational Diversity and Succession Planning” & “Iron Fists or Kid Gloves: Retaliation in the Workplace”**  
Ventura/Santa Barbara ERC | Camarillo | Christopher S. Frederick
- Oct. 16      **“Labor Negotiations from Beginning to End” & “Leaves, Leaves and More Leaves”**  
San Gabriel Valley ERC | Alhambra | T. Oliver Yee
- Oct. 17      **“Case Study for Managing Illnesses or Injuries” & “Preventing Workplace Harassment, Discrimination and Retaliation”**  
Coachella Valley ERC | Palm Desert | Ronnie Arenas
- Oct. 17      **“Preventing Workplace Harassment, Discrimination & Retaliation”**  
Orange County Consortium | Buena Park | Laura Drottz Kalty
- Oct. 23      **“Nuts & Bolts: Navigating Common Legal Risks for the Front Line Supervisor” & “Leaves, Leaves and More Leaves”**  
NorCal ERC | Danville | Kelly Tuffo
- Oct. 24      **“Maximizing Supervisory Skills for the First Line Supervisor Part Two”**  
LA County Human Resources Consortium | Los Angeles | Elizabeth T. Arce
- Oct. 24      **“An Agency’s Guide to Employee Retirement” & “Exercising Your Management Rights”**  
Mendocino County ERC | Ukiah | Erin Kunze
- Oct. 30      **“Difficult Conversations” & “Maximizing Performance Through Evaluation, Documentation and Corrective Action”**  
Gold Country ERC | Roseville | Gage C. Dundy & Brian J. Hoffman
- Nov. 5      **“Supervisor’s Guide to Public Sector Employment Law” & “Managing the Marginal Employee”**  
North San Diego County ERC | San Marcos | Stefanie K. Vaudreuil
- Nov. 6      **“Public Service: Understanding the Roles and Responsibilities of Public Employees” & “Maximizing Performance Through Evaluation, Documentation and Corrective Action”**  
Central Coast ERC | Atascadero | Tony G. Carvalho & Shelline Bennett
- Nov. 7      **“Advanced Investigations of Workplace Complaints” & “Conducting Disciplinary Investigations: Who, What, When and How”**  
Bay Area ERC | Union City | Morin I. Jacob
- Nov. 7      **“Prevention and Control of Absenteeism and Abuse of Leave” & “Workplace Bullying: A Growing Concern”**  
East Inland Empire ERC | Fontana | Danny Y. Yoo

- Nov. 7 **“Workplace Bullying: A Growing Concern” & “Conducting Disciplinary Investigations: Who, What, When and How”**  
Napa/Solano/Yolo ERC | Fairfield | Kristin D. Lindgren
- Nov. 7 **“Public Sector Law Employment Update”**  
Orange County Consortium | Brea | Geoffrey S. Sheldon
- Nov. 7 **“Maximizing Performance Through Evaluation, Documentation and Corrective Action” & “Prevention and Control of Absenteeism and Abuse of Leave”**  
San Diego ERC | San Marcos | Stacey H. Sullivan
- Nov. 7 **“Nuts & Bolts: Navigating Common Legal Risks for the Front Line Supervisor”**  
San Mateo County ERC | Webinar | Suzanne Solomon
- Nov. 13 **“Privacy Issues in the Workplace”**  
Humboldt County ERC | Arcata | Casey Williams
- Nov. 14 **“Difficult Conversations”**  
Humboldt County ERC | Arcata | Casey Williams
- Nov. 14 **“Key Legal Issues for Supervisors: Absenteeism, Disability and Labor”**  
South Bay ERC | Beverly Hills | Laura Drottz Kalty & Antwoin D. Wall
- Nov. 14 **“Navigating the Crossroads of Discipline and Disability Accommodation” & “Family and Medical Care Leave Acts”**  
West Inland Empire ERC | San Dimas | Mark Meyerhoff

#### **Customized Training**

Our customized training programs can help improve workplace performance and reduce exposure to liability and costly litigation. For more information, please visit [www.lcwlegal.com/events-and-training/training](http://www.lcwlegal.com/events-and-training/training).

- Oct. 3 **“Preventing Workplace Harassment, Discrimination and Retaliation”**  
City of Monterey Park | Laura Drottz Kalty
- Oct. 3 **“Preventing Workplace Harassment, Discrimination and Retaliation”**  
City of Sunnyvale | Lisa S. Charbonneau
- Oct. 3 **“Preventing Workplace Harassment, Discrimination and Retaliation”**  
County of Siskiyou | Yreka | Kristin D. Lindgren
- Oct. 4 **“Preventing Workplace Harassment, Discrimination and Retaliation”**  
Employment Risk Management Authority | Anselmo | Kelsey Cropper
- Oct. 4 **“Preventing Workplace Harassment, Discrimination and Retaliation”**  
Employment Risk Management Authority | Yreka | Brian J. Hoffman
- Oct. 7 **“Preventing Workplace Harassment, Discrimination and Retaliation”**  
Port of San Diego | San Diego | Stefanie K. Vaudreuil & Frances Rogers
- Oct. 8 **“The Future is Now - Embracing Generational Diversity & Succession Planning”**  
City of Glendale | Jennifer Palagi
- Oct. 8,9 **“Preventing Workplace Harassment, Discrimination and Retaliation”**  
El Dorado County | Placerville | Kristin D. Lindgren

Oct. 8	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> Mesa Water District   Costa Mesa   Christopher S. Frederick
Oct. 9,22	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> City of Glendale   Laura Drottz Kalty
Oct. 9,10	<b>“Performance Management and Evaluation Process”</b> Mendocino County   Ukiah   Jack Hughes
Oct. 9,10	<b>“Maximizing Performance Through Documentation, Evaluation and Corrective Action and The Art of Writing the Performance Evaluation”</b> Mendocino County   Ukiah   Jack Hughes
Oct. 10,17,23	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> Port of San Diego   San Diego   Stacey H. Sullivan
Oct. 14	<b>“ADA and Ethics in Public Service”</b> Humboldt County   Eureka   Jack Hughes
Oct. 14	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> Port of San Diego   San Diego   Kevin J. Chicas
Oct. 15	<b>“Skelly Procedures”</b> Los Angeles Homeless Services Authority   Los Angeles   T. Oliver Yee
Oct. 15	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> West Valley Water District   Rialto   Jenny Denny
Oct. 21	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> City of Lodi   Gage C. Dungy
Oct. 22	<b>“Courageous Authenticity and Conflict Resolution”</b> CalOptima   Orange   Kristi Recchia
Oct. 22	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> Employment Risk Management Authority   Menlo Park   Kelsey Cropper
Oct. 22	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> Employment Risk Management Authority   Cathedral City   Stacey H. Sullivan
Oct. 22	<b>“Preventing Workplace Harassment, Discrimination and Retaliation and Leaves, Leaves and More Leaves”</b> Riverside County District Attorney’s Office   Riverside   J. Scott Tiedemann
Oct. 22	<b>“Finding the Facts-Employee Misconduct &amp; Disciplinary Investigations”</b> Sanitation Districts of Los Angeles County   Whittier   T. Oliver Yee
Oct. 23	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> City of Rialto   James E. Oldendorph
Oct. 23	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> Employment Risk Management Authority   Victorville   Jenny Denny
Oct. 23	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> Mariposa County   Mariposa   Che I. Johnson

Oct. 24	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> City of Carlsbad   Stephanie J. Lowe
Oct. 24	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> City of Los Banos   Che I. Johnson
Oct. 24	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> City of Rialto   Alison R. Kalinski
Oct. 28	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> City of Menlo Park   Heather R. Coffman
Oct. 29	<b>“Preventing Workplace Harassment, Discrimination and Retaliation and Mandated Reporting”</b> East Bay Regional Park District   Oakley   Erin Kunze
Oct. 30	<b>“Managing the Marginal Employee and Creating a Positive Workplace Culture with Communication, Conflict Resolution &amp; Civility”</b> City of Colton   Kristi Recchia
Oct. 30	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> City of Mountain View   Lisa S. Charbonneau
Oct. 30	<b>“Unconscious Bias”</b> County of San Luis Obispo   San Luis Obispo   James E. Oldendorph
Oct. 30	<b>“Principles for Public Safety Employment and 12 Steps to Avoiding Liability”</b> Los Angeles County   Los Angeles   J. Scott Tiedemann
Nov. 1,6,22	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> City of Gilroy   Gage C. Dungy
Nov. 4,5	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> City of Ventura   Shelline Bennett
Nov. 4,5	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> Irvine Ranch Water District   Irvine   Christopher S. Frederick
Nov. 6	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> City of Fremont   Jack Hughes
Nov. 6	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> City of Menlo Park   Kelsey Cropper
Nov. 6	<b>“Preventing Workplace Harassment, Discrimination and Retaliation and Mandated Reporting”</b> East Bay Regional Park District   Oakland   Erin Kunze
Nov. 6	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> Mariposa County   Mariposa   Michael Youril
Nov. 6	<b>“Preventing Workplace Harassment, Discrimination and Retaliation”</b> West Basin Municipal Water District   Carson   Jenny-Anne S. Flores
Nov. 12	<b>“Legal Aspects of Violence in the Workplace”</b> City of Glendale   Mark Meyerhoff

Nov. 13 **“Preventing Workplace Harassment, Discrimination and Retaliation”**

Port of Stockton | Stockton | Jack Hughes

Nov. 14 **“Implicit Bias”**

Town of Truckee | Truckee | Kristin D. Lindgren

**Speaking Engagements**

Oct. 4 **“Legal Update”**

County Personnel Administrators Association of California (CPAAC) Regional Meeting | Fresno | Shelline Bennett

Oct. 4 **“Hot Topics in Labor and Employment Law”**

NORCAL-HR Fall Conference | Lodi | Gage C. Dungy

Oct. 11 **“SDLA Board’s Role in Human Resources”**

California Special Districts Association (CSDA) | Ventura | T. Oliver Yee

Oct. 16 **“Re-Imagining Modern Policing in California”**

League of California Cities 2019 Annual Conference | Long Beach | J. Scott Tiedemann & Neil Okazaki & David E. Mastagni & Jorge Cisneros

Oct. 17 **“#MeToo2.0: A Guide to Help Navigate New Workplace Harassment Laws”**

League of California Cities 2019 Annual Conference | Long Beach | J. Scott Tiedemann

Oct. 18 **“AB 1661 Sexual Harassment Prevention Training”**

League of California Cities 2019 Annual Conference | Long Beach | Christopher S. Frederick

Oct. 18 **“Labor and Employment Litigation Update”**

League of California Cities 2019 Annual Conference | Long Beach | Suzanne Solomon

Oct. 18 **“Walking the Tightrope: Recognizing, Addressing and Accommodating Mental Illnesses & Disabilities”**

League of California Cities 2019 Annual Conference | Long Beach | Jennifer Rosner

Oct. 30 **“Making the FLSA Work for You!”**

California Society of Municipal Finance Officers (CSMFO) | Webinar | T. Oliver Yee

Nov. 13 **“Leadership and the Power of Diversity”**

Municipal Management Association of Southern California (MMASC) Annual Conference | Santa Barbara | Kristi Recchia

Nov. 20 **“Exploring the Challenges of Disability Retirements (Both Industrial and Non-Service Based)”**

California Public Employers Labor Relations Association (CALPELRA) 2019 Annual Training Conference | Monterey | Jennifer Rosner & Marguerite Malloy

Nov. 20 **“FLSA for Labor Negotiators”**

CALPELRA 2019 Annual Training Conference | Monterey | Richard Bolanos & Peter J. Brown

Nov. 20 **“Labor Relations Game Show!”**

CALPELRA 2019 Annual Training Conference | Monterey | J. Scott Tiedemann & Laura Drottz Kalty

Nov. 21 **“Best Practices to Managing Ever-Changing (And Increasing!) Pension Costs”**

CALPELRA 2019 Annual Training Conference | Monterey | Steven M. Berliner & Monica Irons

- Nov. 21 **“New Governor, New Trends for Labor and Employment Legislation? An Overview of Governor Newsom’s First Legislative Session”**  
CALPELRA 2019 Annual Training Conference | Monterey | Gage C. Dungy & Dillon Gibbons
- Nov. 21 **“PERB Charges During Bargaining: What to Do?”**  
CALPELRA 2019 Annual Training Conference | Monterey | Che I. Johnson & Frances Rogers
- Nov. 21 **“Labor Law Updates”**  
International Public Management Association - Human Resources (IPMA-HR) San Diego Chapter Meeting | San Diego | Judith S. Islas
- Nov. 22 **“Navigating and Negotiating Health Benefits”**  
CALPELRA 2019 Annual Training Conference | Monterey | Peter Brown & Kristi Recchia

#### Seminars/Webinar

For more information and to register, please visit [www.lcwlegal.com/events-and-training/webinars-seminars](http://www.lcwlegal.com/events-and-training/webinars-seminars).

- Oct. 8 **“10 Problems You May Have With CalPERS, and How to Fix Them”**  
Liebert Cassidy Whitmore | Webinar | Michael Youril
- Oct. 8,9 **“2-Day FLSA Academy ”**  
Liebert Cassidy Whitmore | Citrus Heights | Richard Bolanos & Lisa S. Charbonneau
- Oct. 9 **“Costing Labor Contracts”**  
Liebert Cassidy Whitmore | Poway | Peter J. Brown & Kristi Recchia
- Oct. 17 **“Bargaining Over Benefits”**  
Liebert Cassidy Whitmore | Suisun City | Steven M. Berliner & Kristi Recchia
- Oct. 23,24 **“Best Practices for Conducting Legally Compliant Internal Affairs Investigations”**  
Liebert Cassidy Whitmore | Irvine | J. Scott Tiedemann & Geoffrey S. Sheldon
- Oct. 23 **“101 on Gift Agreements & Self-Dealing Transactions for Nonprofit Schools”**  
Liebert Cassidy Whitmore | Webinar | Casey Williams
- Oct. 30 **“Nuts & Bolts of Negotiations”**  
Liebert Cassidy Whitmore | East Garrison | Richard Bolanos
- Nov. 14 **“Communication Counts!”**  
Liebert Cassidy Whitmore | Alhambra | Peter J. Brown & Kristi Recchia



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If you have any questions, contact **Jaja Hsu** at 310.981.2000 or at [info@lcwlegal.com](mailto:info@lcwlegal.com).

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