

# Conference Agenda

7:45 am – 8:30 am	<b>Registration and Breakfast</b>	
8:30 am – 8:45 am	<b>Opening Remarks:</b> <i>Presented by Amanda A. Manukian, Esq., Bernadette M. O’Brien, Esq., SPHR; &amp; Alden J. Parker, Esq.</i>	
8:45 am – 10:00 am	<b>Grand Ball Room</b>	<b>2026 California Employment Law Legislative and Caselaw Update</b> <i>Presented by Bernadette M. O’Brien, Esq., SPHR; &amp; Alden J. Parker, Esq.</i>
10:00 am – 10:15 am	<b>Morning Break</b>	
10:15 am – 11:45 am	<b>Grand Ball Room</b>	<b>The Challenges of Federalism in Employment Law Continue Into 2026</b> <i>Presented by Phyllis W. Cheng, Esq., ADR Services Mediator</i>
11:45 am – 1:00 pm	<b>Lunch</b>	

## First Breakout Sessions

	<b>Grand Ball Room</b>	<p><b>How Minutes Will Continue to Cost Employers Millions in 2026 – Wage and Hour Update</b> (Including a PAGA Reform Update and the Latest on Meal and Rest Break Requirements) <i>Presented by Eric E. Ostling, Esq. &amp; Christopher Alvarez, Esq.</i></p> <ul style="list-style-type: none"> <li>• Caselaw and Legislative Update</li> <li>• PAGA Reform Update - Is It Working to Reduce Penalties?</li> <li>• How Meal and Rest Break Violations Result in Significant Damages</li> <li>• Why Costly Class Actions and PAGA Claims Will Continue on in 2026</li> <li>• Mitigation Strategies</li> </ul>
1:00 pm – 2:30 pm	<b>Green</b>	<p><b>AI in the Workplace: Key Compliance Considerations and Risks Associated with AI</b> <i>Presented by Alden J. Parker, Esq. &amp; TBA</i></p> <ul style="list-style-type: none"> <li>• Overview of AI Use in the Workplace</li> <li>• Legal and Regulatory Compliance</li> <li>• Bias, Fairness and Discrimination Risks</li> <li>• Privacy and Data Protection</li> <li>• Transparency and Notice Obligations</li> <li>• Human Oversight and Accountability</li> <li>• Vendor Management and Due Diligence</li> </ul>

1:00 pm – 2:30 pm	Gold	<p><b>From WC Claim to Costly Employment Law Claim: Spotting and Preventing Employment Law Exposure in WC Claims</b></p> <p><i>Presented by <a href="#">Daniel R. Brown, Esq.</a>, <a href="#">Michael Purkurian, Esq.</a>, &amp; <a href="#">Kyle R. Uebelhardt, Esq.</a></i></p> <ul style="list-style-type: none"> <li>• Why Work Comp Claims Can Trigger Employment Law Risk</li> <li>• Red Flags in Work Comp Claims (e.g. 132a Claim, Psych Claim, Wage and Hour Violations)</li> <li>• Best Practices for Investigation and Documentation</li> <li>• Managing Accommodations (Interactive Process) and Return-to-Work</li> <li>• Integration/Coordination of HR and Work Comp Practices/Policies/Procedures</li> </ul>
	Pink	<p><b>The Challenges of Accommodating Work Restrictions, Medical Conditions, and Disabilities</b></p> <p><i>Presented by <a href="#">Amanda A. Manukian, Esq.</a>, &amp; <a href="#">Jason Fischbein, Esq.</a></i></p> <ul style="list-style-type: none"> <li>• Common WC Work Restrictions for Applicants</li> <li>• Most Challenging WC Work Restrictions for Employers</li> <li>• Accommodation vs. Modified or Light Duty</li> <li>• Multiple Medical Reports with Different Recommendations-Which One Applies</li> <li>• Interactive Process/FEHA Obligations</li> </ul>
	Orange	<p><b>Substance Abuse in the Workplace: The Challenges of Managing Risk, Accommodations, and Rehabilitation Leave</b></p> <p><i>Presented by <a href="#">John B. Floyd, Esq.</a>, <a href="#">Tim E. Simmen, Esq.</a>, <a href="#">William Okamoto, Esq.</a>, &amp; <a href="#">Joseph Paulino</a></i></p> <ul style="list-style-type: none"> <li>• California Employment Law Compliance Considerations</li> <li>• Rehabilitation Leave Obligations</li> <li>• Compliant Drug-Free Workplace Policies</li> <li>• Medical Marijuana and the Workplace</li> <li>• Documentation and Consistent Enforcement</li> </ul>

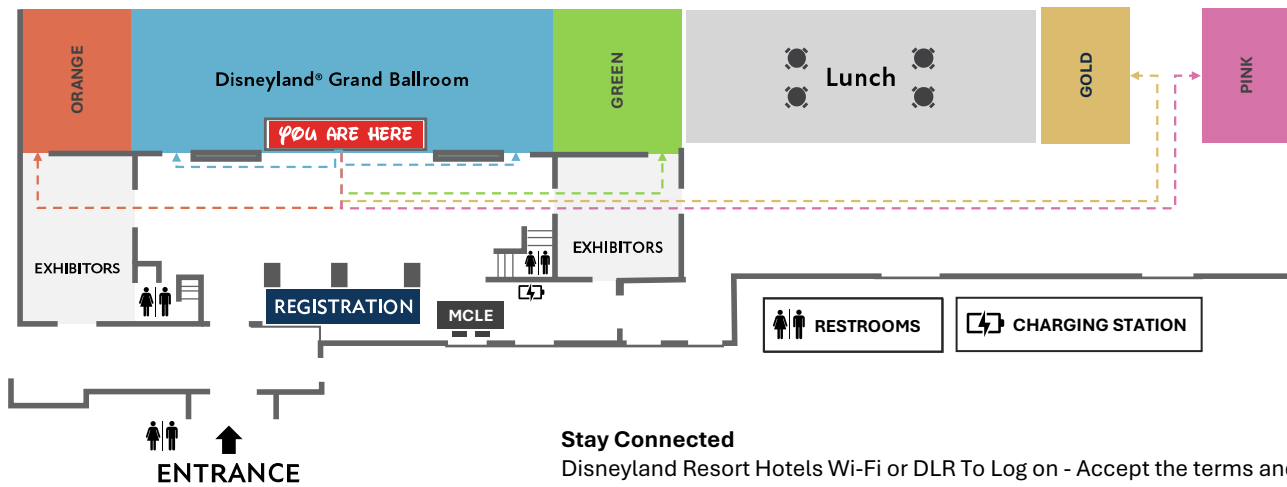
2:30 pm – 2:45 pm	Afternoon Break
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**Second Breakout Sessions**

2:45 pm – 4:15 pm	Grand Ball Room	<p><b>California Leave Law Update: Best Practices for HR Professionals, with a Focus on the Overlap Between FMLA, CFRA, and PDL</b></p> <p><i>Presented by <a href="#">Bernadette M. O'Brien, Esq., SPHR.</a> &amp; <a href="#">James Lodenquai</a></i></p> <ul style="list-style-type: none"> <li>• Caselaw and Legislative Update</li> <li>• 5 Key HR Compliance Obligations for 5 Common Leave Laws</li> <li>• Mastering the Interplay Between FMLA, CFRA, and PDL</li> <li>• Intermittent Leave Challenges</li> <li>• FMLA/CFRA/PDL Exhaustion and Extended Medical Leave as a Reasonable Accommodation Under the FEHA-Employer Obligations</li> <li>•</li> </ul>
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12:45 pm-4:15PM	Gold	<p><b>Ethical Dilemmas in HR/Employment Law, Work Comp and General Liability Cases.</b></p> <p>Presented by <a href="#">John B. Floyd, Esq.</a>, <a href="#">Alden J. Parker, Esq.</a>, &amp; <a href="#">Jean Cha, Esq.</a></p> <ul style="list-style-type: none"> <li>• Duty Of Good Faith and Fair Dealing</li> <li>• Honesty And Accuracy in Reporting and Documentation</li> <li>• Confidentiality And Privacy Obligations</li> <li>• Fairness And Consistency in Decision-Making</li> <li>• Avoidance Of Conflicts of Interest</li> </ul>
	Pink	<p><b>Effective Workplace Investigations: Best Practices for HR</b></p> <p>Presented by <a href="#">Amanda A. Manukian, Esq.</a>, <a href="#">Hannah Sweiss, Esq.</a> &amp; <a href="#">Jan-Erick Baquiran, Esq.</a></p> <ul style="list-style-type: none"> <li>• How Proper Investigations Help Protect an Employer from Costly Litigation</li> <li>• Defining the Scope and Objectives of an Investigation in WC and Employment Law</li> <li>• Protocols for Gathering Evidence</li> <li>• Interviewing Witnesses</li> <li>• Documentation and Recordkeeping</li> <li>• Analysis and Decision-Making/Remedial Measures</li> </ul>
	Orange	<p><b>Key Strategies for Defending Complex Stress/Harassment Claims</b></p> <p>Presented by <a href="#">John M. Langevin, Esq.</a>, <a href="#">Louisa M. Graw, Esq.</a>, &amp; <a href="#">Phuong N. Nguyen, Esq.</a></p> <ul style="list-style-type: none"> <li>• Early Identification on Psych Claim Components</li> <li>• Conducting a Thorough Investigation</li> <li>• Medical Management and Evaluation</li> <li>• Causation and Legal Defenses</li> <li>• Strategic Use of Surveillance and Social Media in Defense of the Claim</li> </ul>
	Green	<p><b>Work Comp Caselaw Update/Key Defense Strategies in 2026 for Complex Litigation</b></p> <p>Presented by <a href="#">Michael G. McConville, Esq.</a>, <a href="#">Carey Guynes, Esq.</a>, &amp; <a href="#">Michael Kuyumjian, Esq.</a></p> <ul style="list-style-type: none"> <li>• Key Decisions Affecting Compensability Standards</li> <li>• Implications of the DiFusco v. Hands On Spa on Insurance/Excess Insurance Disclosure</li> <li>• Cumulative Trauma and Repetitive Stress Injuries Defense Strategies</li> <li>• Apportionment in Complex WC claims</li> <li>• Psyche Claims: Work-Related Stress v. Personal Stress</li> <li>• Remote Work Injuries</li> </ul>
4:15 pm-4:30pm	<b>Afternoon Refreshment Break</b>	
4:30 pm – 5:00 pm	Grand Ball Room	<p>HR Family Feud: Watch as Skilled HR Administrators Challenge WC and Employment Law Attorney Experts on Key Compliance Questions</p> <p>Presented by <a href="#">Bernadette M. O'Brien, Esq.</a>, <a href="#">SPHR</a>, &amp; <a href="#">Alden J. Parker, Esq.</a></p>
5:00pm – 5:15pm	<b>Closing Remarks and Raffle</b>	
5:15pm-6:00 pm	<b>Character Social &amp; Cocktail Hour:</b> Pictures with a Disney Character! Drinks & Bites you won't want to miss it!	

# MAP



## 1:00 pm – 2:30 pm: First Breakout Sessions

<b>Grand Ball Room</b>	Wage & Hour Update (PAGA, meal/rest breaks)
<b>Green</b>	AI in the Workplace
<b>Gold</b>	Spotting & Preventing Employment Law Exposure in Work Comp Claims
<b>Pink</b>	Accommodating Work Restrictions, Medical Conditions & Disabilities
<b>Orange</b>	Substance Abuse in the Workplace

## 2:45 pm – 4:15 pm: Second Breakout Sessions

<b>Grand Ball Room</b>	California Leave Law Update (FMLA, CFRA, PDL Overlap)
<b>Green</b>	Work Comp Caselaw Update
<b>Gold</b>	Ethical Dilemmas in HR/Employment Law/Work Comp
<b>Pink</b>	Effective Workplace Investigations: HR Best Practices
<b>Orange</b>	Key Strategies for Defending Complex Stress/Harassment Claims