

American Bar Association  
Section of Labor and Employment Law



2019 National Conference on  
Equal Employment  
Opportunity Law

*Presented by the  
Equal Employment  
Opportunity Committee*



AMERICAN BAR ASSOCIATION

Section of

Labor and Employment Law

**April 3–6, 2019**

**The Biltmore Hotel • Coral Gables, Florida**

CORAL GABLES



# Join Us!

Dear Colleague:

We are pleased to invite you to register for the 2019 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 brochure outlines the excellent program that has been developed. The Conference 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 Florida for this exceptional Conference!

Sincerely,

Kevin Brodar

*Union & Employee Co-Chair*

Anne B. Shaver

*Employee Co-Chair*

Grace E. Speights

*Employer Co-Chair*



# Program Agenda

## Wednesday, April 3, 2019

**3:00 – 3:30 pm**

### Welcome from Committee Co-Chairs and Announcements from the Section Labor and Employment Law Leadership

**Kevin Brodar**, *SMART-TD Union, Cleveland, OH*

**Anne B. Shaver**, *Lieff Cabraser Heimann & Bernstein, LLP, San Francisco, CA*

**Grace E. Speights**, *Morgan Lewis & Bockius LLP, Washington, DC*

**3:30 – 6:00 pm**

### Gender Equality In Today's #MeToo World

The Committee is pleased to present this insightful discussion focusing on gender equality in today's #MeToo world. The first part of this program will take a historical look at the movement for gender equality, including a discussion of key events, important statutes passed (and not passed), and judicial interpretation of those statutes over the last 50 years. The panel will address how these historical and legal issues have culminated in where we are today, including women's marches across the country, the ongoing push for pay parity, and the #MeToo and #TimesUp movements. The second part will discuss the factual events leading up to and constituting the #MeToo and #TimesUp movements, with a particular focus on the perspective of a journalist, including their techniques and experiences in investigating and reporting on these events and the barriers they have faced in publishing the stories. The panel's legal experts also will discuss the movements' impact on employers, including what it means for investigations of harassment claims, anti-harassment policies, and strategies for dealing with the media. The third part will examine the future, and discuss in particular the role that employment laws and lawyers play in helping define gender equality in a post-#MeToo world.

**Facilitators:** **Nancy L. Abell**, *Paul, Hastings, Janofsky & Walker LLP, Los Angeles, CA*  
**Kelly M. Dermody**, *Lieff Cabraser Heimann & Bernstein, LLP, San Francisco, CA*  
**Melissa S. Woods**, *Cohen, Weiss and Simon LLP, New York, NY*

**Speakers:** **Hon. Victoria A. Lipnic**, *U.S. Equal Employment Opportunity Commission, Washington, DC*  
**Kathryn Abrams**, *University of California at Berkeley, Berkeley, CA*  
**Dahlia Lithwick**, *Newsweek and Slate*  
**Donald Livingston**, *U.S. Department of Justice, Washington, DC*

# Program Agenda

6:00 – 7:30 pm

## Welcome Reception

7:30 – 10:00 pm

## Optional Dine-Around

Sign up to go out to dinner with other Conference participants. A great opportunity to get to know colleagues and new attendees. Details will be circulated to all registrants prior to the Conference.

## Thursday, April 4, 2019

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

**Hosts:** Nathaniel M. Glasser, *Epstein Becker & Green, P.C., Washington DC*  
Anne-Marie V. Welch, *Clark Hill, PLC, Birmingham, MI*

### 8:00 – 8:55 am Employee/Plaintiff Counsel

*(Union Counsel Also Welcome)*

**Host:** Michael Levin-Gesundheit, *Lieff Cabraser Heimann & Bernstein, LLP, San Francisco, CA*

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 agency guidance and Executive Orders.

**Facilitators:** **Eric D. Reicin**, *Morgan Franklin Consulting, LLC, McLean, VA*  
**Christine E. Webber**, *Cohen Milstein Sellers & Toll PLLC, Washington, DC*

**10:30 – 10:45 am**

## Break

**10:45 am – 12:00 pm**

## Resetting Corporate Culture

The recent wave of high profile allegations of harassment, discrimination and other misconduct directed not only at employees, but also members of the public, has both employers and society at large focused on the prevention of such misconduct. Employers and unions around the country are updating policies, revamping training, and taking remedial action in response to individual instances of bad behavior. But what role does culture play, and is a workplace cultural shift needed to truly bring about lasting change? If so, what can employers, unions and other institutions do to effectuate a change in their culture and in the broader society? This panel of experts will discuss and debate the role of culture in preventing harassment, bias and discriminatory conduct as well as best practices for bringing about lasting change.

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

**Speakers:** **Rachel D. Godsil**, *Perception Institute, Newark, NJ*  
**Cathi J. Hunt**, *Starbucks Coffee Company, Seattle, WA*  
**Jennifer Klar**, *Relman, Dane & Colfax PLLC, Washington, DC*

**12:15 – 1:30 pm**

## Diversity Luncheon

Join us for a discussion on reducing bias in the legal profession with Judge Bernice Donald of the Sixth Circuit Court of Appeals

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

**Speaker:** **Hon. Bernice Donald**, *U.S. Court of Appeals for the Sixth Circuit Court, Memphis, TN*



# Program Agenda

**1:45 – 3:00 pm**

## **Track 1: OFCCP At the Crossroads (Again)**

With new leadership now in place for more than a year, how have things changed at OFCCP, and what remains the same? Have the themes of transparency and collaboration promised by OFCCP's current leadership been implemented in its dealing with covered contractors? With Directive 307 (OFCCP's former guidance on compensation) now rescinded and DIR 2018-05 in its place, has OFCCP's approach to investigating compensation changed and what impact has it had on covered contractors? This panel of experts will explore the latest OFCCP policy updates, as well as any differences in approach to compliance evaluations, and other developing trends.

**Speakers:** **Beverly I. Dankowitz**, *U.S. Department of Labor, Office of the Solicitor*  
**James M. Finberg**, *Altshuler Berzon, LLP, San Francisco, CA*  
**Consuela A. Pinto**, *Fortney & Scott, LLC, Washington, DC*  
**Robert O'Hara**, *Center for Workplace Compliance, Washington, DC*

**1:45 – 3:00 pm**

## **Track 2: Advanced Arbitration in a Post-Epic World**

The Supreme Court recently held in *Epic Systems Corp. v. Lewis* that the Federal Arbitration Act permits arbitration agreements to contain class and collective action waivers, and that neither the FAA's saving clause nor the National Labor Relations Act requires otherwise. This panel will discuss whether and how *Epic* changed the legal landscape, as well as significant recent decisions from the lower courts in the wake of *Epic*. It will explore considerations relating to employers implementing an arbitration agreement requiring individualized proceedings, whether to "force" employees to waive class and collective action rights, strategies for drafting and enforcing such agreements, and plaintiffs' strategies for addressing class waivers and mandatory arbitration. The session will evaluate a number of remaining uncertainties, including changes at the state and local level, the costs and benefits of arbitrating a large number of claims, the issues and risks associated with potentially having to defend a number of actions on multiple fronts, and how the landscape differs where a union represents employees.

**Speakers:** **Daniel E. Turner**, *Little Mendelson P.C., Atlanta, GA*  
**Deirdre A. Aaron**, *Outten & Golden LLP, New York, NY*  
**Richard F. Griffin, Jr.**, *Bredhoff & Kaiser, PLLC, Washington, DC*

**3:00 – 3:15 pm**

## **Break**

3:15 – 4:30 pm

## Track 1: Artificial Intelligence, Algorithmic Management, Technology, and Employment Law

Big Data, machine learning, algorithms and artificial intelligence are increasingly being incorporated into Human Resources tools used for sourcing, recruiting, hiring, and performance management. Companies also are using these tools to enhance employee experience, improve efficiencies, and increase transparency for managers. Yet while these tools promise to reduce the burdens on management and potentially improve results and mitigate bias, they also bring their own risks, particularly in the form of disparate impact from potentially incorporating discriminatory data and/or homophily effects into the underlying HR and management systems, as well as from machines that may “learn” the very biases they aim to reduce. To adequately assess the suitability of these high-tech tools, this panel will begin by addressing how they work, and will then address their potential risks and rewards, as well as the legal and practical implications they pose.

**Moderator:** **Esther G. Lander**, *Akin Gump Strauss Hauer & Feld LLP, Washington, DC*

**Speakers:** **Ruben Agote**, *Cuatrecasas, Barcelona, Spain*  
**Teresa Hutson**, *Microsoft, Seattle, WA*

3:15 – 4:30 pm

## Track 2: Age Discrimination – It Never Gets Old

Age discrimination and older workers look a lot different than they did 50 years ago, or even a decade ago. More women than men now file ADEA charges. The older workforce is more diverse and living longer, putting off retirement, and having second or third careers. Recent litigation has focused on employers who have launched targeted recruiting campaigns that critics charge discriminate in favor of younger workers, including the placement of recruitment ads on social media that show up only in the news feeds of younger employees. Other employers look upon older employees as a valuable resource, retaining and attracting such employees, and successfully redesigning their workplaces to accommodate a multi-generational workforce. Plaintiff and union lawyers continue to struggle with defeating the argument that employing younger, less experienced workers is simply a legitimate way to save money. This advanced-level panel will look at these and other current issues.

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

**Speakers:** **Ivelisse J. Berio LeBeau**, *Sugarman & Susskind, PA, Coral Gables, FL*  
**Cathy Ventrell-Monsees**, *U.S. Equal Employment Opportunity Commission, Washington, DC*  
**Carolyn Wheeler**, *Katz, Marshall & Banks, LLP, Washington, DC*

# Program Agenda

**4:45 – 6:00 pm**

## **Suds and Substance: Successful Settlement Negotiations & Mediations: Let's Share New, Old, and Borrowed Ideas, Expected and the Unexpected Results**

After a long day stuffing our brains with case cites, data, and trial preparation, it'll be time to kick back and engage in a friendly "Family Feud Contest" of sorts as we share and broaden our knowledge about the art, craft and comedy of negotiating and mediating settlements. You won't want to miss this interactive happy hour where our Master Mediator and his Co-Hosts (Plaintiff, Management and Government experts) will invite others to share and learn what goes into successful settlement negotiations and mediations.

**Facilitators:** Eric L. Barnum, *Baker & Hostetler LLP, Atlanta, GA*

Marianne G. Robbins, *The Previant Law Firm, Milwaukee, WI*

Melissa L. Stewart, *Outten & Golden LLP, New York, NY*

**Speaker:** Michael L. Russell, *Russell Dispute Resolution, PLLC, Nashville, TN*

**6:00 – 7:00 pm**

## **Networking Reception**

**7:00 – 9:00 pm**

## **Conference Dinner**





# Friday, April 5, 2019

7:00 – 9:00 am

## Constituency Breakfasts:

7:00 – 8:00 am **International**

*(All Attendees Welcome)*

**Host:** **Danny J. Kaufer**, *Borden Ladner Gervais LLP, Montréal, QC*

7:00 – 8:00 am **Union & Employee**

**Host:** **Kevin Brodar**, *SMART-TD Union, Cleveland, OH*

7:00 – 9:00 am **In-House Counsel**

8:15 – 9:30 am

## Motions in Limine:

### A Trial Practice Demonstration

Motions in limine provide critical gateways for trial, and especially now, in the wake of the #MeToo movement. While #MeToo exploded with a dizzying speed last fall, the phrase has long held legal significance in civil litigation of discrimination and harassment claims. Because many claimants rely on circumstantial evidence, they seek to bring in “me too” evidence of other instances of discrimination or harassment by the alleged harasser or same employer in support of their claims. Whether such evidence is admissible depends on many factors, which may vary from court to court. Join us as we watch two experienced practitioners argue a motion in limine over “me too” evidence, and the judge who will make the reasoned ruling.

**Moderator:** **Richard Rosenblatt**, *Rosenblatt & Gotsch, PLLC, Greenwood Village, CO*

**Speakers:** **Hon. Mary S. Scriven**, *U.S. District Court for the Middle District of Florida, Tampa, FL*

**Jon W. Green**, *Green Savits, LLC, Florham Park, NJ*

**Andrew S. Rosenman**, *Mayer Brown, LLP, Chicago, IL*

# Program Agenda

**9:45 – 11:00 am**

## **EEO Year In Review: The Top Cases of 2018-2019**

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 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:** **Jennifer Abruzzo**, *Communication Workers of America, Washington, DC*

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

**11:15 am – 12:45 pm**

## **Track 1: Pay Equity Here and Abroad**

The patchwork of state equal pay laws and international pay transparency requirements continues to grow, not only creating new compliance and legal obligations, but also increasing the pressure for employers to ensure internal pay equity and address or explain existing pay gaps. On the international front, the UK, Germany and Iceland are leading the way with new laws and regulations impacting multi-national companies, while states such as California, Massachusetts and New Jersey continue further complicate the equal pay landscape within the U.S. This panel will address the latest state and international developments, with a particular focus on policy issues, such as whether Congress should amend the Equal Pay Act to create a federal statute that preempts state and local pay laws; whether the EEOC should defer pay charges to state agencies that have effective processes and more expansive pay legislation; and whether there should be a safe harbor for companies that voluntarily conduct pay audits or make pay equity disclosures.

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

**Speakers:** **Jennifer L. Liu**, *The Liu Law Firm, P.C., Menlo Park, CA*  
**Heidi B Retzlaff**, *GE Healthcare, Milwaukee, WI*  
**Yona Rozen**, *AFL-CIO, Washington, DC*  
**Roselyn Sands**, *Ernst & Young, France*

Friday, April 5, 2019

11:15 am – 12:45 pm

## Track 2: The Immigrant Workforce Under Trump: Changes Impacting Foreign Workers and Those Who Employ Them

Recent developments, from the shift in focus by U.S. Department of Justice's Immigration and Employee Rights Section away from protecting immigrant workers to instead protecting American workers, the changes to employment authorizations and visas for spouses, students and professionals, increased I-9 audits and employer worksite inspections by Immigration and Customs Enforcement, dangers of travel for foreign workers, and delays in processing and procedures, are having a radical impact on getting and retaining workers. Join us for a discussion focusing on the latest in immigration issues in the workplace.

**Speakers:** **Hon. Charlotte A. Burrows**, *U.S. Equal Employment Opportunity Commission, Washington, DC*  
**Sean G. Hanagan**, *Jackson Lewis P.C., White Plains, NY*  
**Sarah Rich**, *Southern Poverty Law Center Immigrant Rights Project, Atlanta, GA*  
**Marley Weiss**, *University of Maryland, Baltimore, MD*

12:45 – 2:15 pm

Lunch on your own



# Program Agenda

2:15 – 3:30 pm

## Track 1: Precarious Workers: Will the U.S. Follow Europe's Lead?

While the United States has seen little change in the working conditions of the precarious worker, many Americans would be surprised to learn how the Fight for Fifteen has become a rallying cry around the world. Different jurisdictions have raised minimum wages to the \$15 range and passed legislation protecting agency workers from being paid less than regular hourly paid employees. The United Kingdom and Germany also have passed pay transparency legislation to protect against pay inequities, between not only males and females within the same jobs, but also between given categories of jobs. These are not just isolated amendments. While much of this has been achieved by national legislation in foreign jurisdictions, the U.S. has achieved some gains on the state and local level through statute or ordinance. In addition, these categories of employees and workers alike have forced trade unions to shed their traditional areas of comfort and play a different role for these types of workers. Agreements akin to decrees which exist in France and the province of Quebec have been reached with companies in the cleaning and ride sharing industries, to name but two, in the U.S., Canada and Denmark. Our panel of experts will examine why foreign jurisdictions have taken the lead in this area and, at the same time, focus on the laws passed and new relationships forged by trade unions in both the United States and the European Union to afford these workers rights and protections.

**Moderator:** **Danny J. Kaufer**, *Bordon Lardner Gervais, Montréal, QC*

**Speakers:** **Shaylyn Cochran**, *Cohen Milstein Sellers & Toll PLLC, Washington, DC*  
**Russell Rochford**, *Matheson, Dublin, Ireland*  
**Stephen B. Moldof**, *Cohen, Weiss and Simon LLP, New York, NY*

2:15 – 3:30 pm

## Track 2: Advanced EEO Class Actions and Pattern or Practice Claims

Both plaintiffs and government agencies continue to bring a broad range of EEO class actions and pattern or practice claims, with recent class certification decisions across the country offering new impetus to both plaintiff and defense counsel. This panel will address the myriad of complex issues posed in these decisions, including potential conflicts in classes that combine non-managers and managers; the extent to which Rule 23 commonality requirements overlap with the substantive requirements of pattern or practice claims; whether an employer's practice involving individual managers' discretion defeats class and pattern or

practice claims; differences between pay and promotions claims; and the role of statistical regressions in class-wide cases involving employees in different positions and/or locations.

**Speakers:** **Jessica R. Perry**, *Orrick, Herrington & Sutcliffe LLP, Menlo Park, CA*  
**Anne B. Shaver**, *Lieff Cabraser Heimann & Bernstein, LLP, San Francisco, CA*

**3:30 – 3:45 pm**

## Break

**3:45 – 5:00 pm**

## Employment Trainings: What Works, What Doesn't, And At What Risk?

Sexual harassment, implicit bias, and diversity and inclusion trainings have been making headlines, ranging from Starbucks closing their stores to conduct mandatory in-person bias training, to recent recommendations by the U.S. EEOC, to studies showing that some sexual harassment, implicit bias, and mandatory diversity trainings are ineffective, and in some cases can actually perpetuate the biases they seek to address. This panel will explore the research on which trainings have failed, and which have lead to return on investment – and how to measure those returns. We'll also hear from panelists on the trainings they have conducted and developed, what has and has not worked, and how we can move from “ticking the box” to providing trainings with measured impact.

**Moderator:** **Julie Richard Spencer**, *Robein, Urann, Spencer, Picard & Cangemi, APLC, Metairie, LA*

**Speakers:** **Susan Dunnings**, *Lockheed Martin, Washington, DC*  
**Elaine Herskowitz**, *EEO Training & Consulting, New York, NY*  
**Rae T. Vann**, *N. T. Lakis, Washington, DC*

**5:15 – 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



# Program Agenda

## Saturday, April 6, 2019

7:30 – 8:30 am

### Networking Breakfast

8:30 – 9:45 am

### Advanced Accommodations in the Modern Workplace

As technology advances, the needs of companies and employees change as well. This panel will look at the advances of adaptive technology at work and answer the burning questions of today. Must companies accommodate medical marijuana use under state law? Do all service animals qualify as emotional support animals? Does the ADA make having a company website more trouble than it's worth? What if the workplace goes viral for the wrong reasons? In this hour, our panel will discuss how the modern workplace continues to be shaped by technology and quickly changing laws.

**Moderator:** Kevin Brodar, SMART-TD Union, North Olmstead, OH

**Speakers:** Julia Campins, Campins Bencham-Baker, PC, Lafayette, CA  
Michelle P. Crockett, Miller, Canfield, Paddock and Stone, PLC, Detroit, MI

10:00 – 11:15 am

### The Unraveling of the Regulatory State

Regulatory reform and changes to address the ever-expanding regulatory state have been a top priority for the Trump Administration. These regulatory roll-back efforts are taking place across the government, including executive orders requiring federal agencies to repeal two regulations for each new regulation issued, as well as to determine whether any rules and regulations are outdated and no longer apply, and whether the burdens the agencies are imposing outweigh the benefits. Within this climate, OFCCP has issued no new regulations, and EEOC's attempts to publish guidance on workplace harassment have been pending with the Office of Management and Budget and not authorized for publication. These regulatory reform efforts also are reflected in sub-regulatory guidance and litigation positions, including amicus briefs filed by the U.S. Department of Justice supporting a baker's religious rights to not provide a cake for a gay couple's wedding, and challenging Harvard University's affirmative action student admission programs – both illustrating roll-backs of the Obama Administration's positions. This panel of experts will discuss these developments and their

Saturday, April 6, 2019

impact, as well as what the future holds for workplace discrimination standards and EEO enforcement as the regulatory changes continue.

**Speakers:** **David S. Fortney**, *Fortney & Scott LLC, Washington, DC*  
**Bill Lurye**, *AFSCME, Washington, DC*  
**Jenny R. Yang**, *Open Society Foundations, Washington, DC*

**11:30 am – 12:30 pm**

## **Front Page News: Ethical Challenges of High Profile Cases**

The ethical challenges of litigating high profile employment cases are more complex than ever, particularly in today's climate, with the #MeToo movement and issues of gender equality and pay equity constantly in the spotlight. The ethics of when and how to use a public relations firm, the appropriate role of the press in ongoing litigation, what lawyers can say publicly – including on social media – about their cases, and whether the standards differ for employees and employers present complicated questions without easy answers. Join our panel of experts as they discuss and debate these timely ethical dilemmas of litigating cases in the media.

**Speakers:** **Lisa J. Banks**, *Katz, Marshall & Banks LLP, Washington, DC*  
**Melinda S. Riechert**, *Morgan Lewis & Bockius LLP, Palo Alto, CA*



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**Erin M. Connell**, *Orrick, Herrington & Sutcliffe LLP, San Francisco, CA*  
**Marianne Goldstein Robbins**, *The Previant Law Firm, Milwaukee, WI*

## Program Planning Committee

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**Katherine E. Bissell**, *U.S. Department of Labor, Washington, DC*  
**Karen M. Buesing**, *Akerman LLP, Tampa, FL*  
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**Marianne Goldstein Robbins**, *The Previant Law Firm, S.C., Milwaukee, WI*  
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## Committee Co-Chairs

**Kevin Brodar**, *United Transportation Union, North Olmstead, OH*  
**Anne B. Shaver**, *Lieff Cabraser Heimann & Bernstein, LLP, San Francisco, CA*  
**Grace Speights**, *Morgan, Lewis & Bockius, LLP, Washington, DC*

## 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 & Gosch, PLLC, Greenwood Village, CO*

# Registration Information

## Meeting Registration

The Conference registration fee is **\$575** (**\$475** before January 11, 2019) per person for Section of Labor and Employment Law members and **\$675** (**\$575** before January 11, 2019) for non-Section members who are members of the ABA and **\$775** (**\$675** before January 11, 2019) 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](http://www.americanbar.org/laborlaw). Registration fees are refundable, less a \$50 administrative fee, for cancellations received in the Section Office by March 7, 2019.

## Hotel Accommodations

We have negotiated special group rates at The Biltmore Hotel of **\$259** (deluxe single or double occupancy) per night, plus taxes. The reservation deadline for the group rate is March 5, 2019. 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 Biltmore Hotel at 305-445-1926. Be sure to mention you are attending the "ABA National Conference on Equal Employment Opportunity Law" to receive the group rate.

## 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](http://www.americanbar.org).

## Ground Transportation

The Biltmore Hotel is located approximately 8 miles from Miami International Airport. It is approximately a 20 minute drive and \$30 taxi fare.

## Spouse/Guest Breakfast

On Thursday, April 4 from 9:00 – 10:30 a.m. there will be a ticketed Spouse/Guest Breakfast at The Biltmore Hotel. 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 \$60 per person. Advance registration is required.

## Continuing Legal Education Credit

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](https://www.americanbar.org/cle/mandatory_cle.html).

Visit the Section of Labor & Employment Law website at [www.americanbar.org/laborlaw](http://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 [laboremplaw@americanbar.org](mailto:laboremplaw@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

April 3–6, 2019 • The Biltmore Hotel • Coral Gables, Florida

Advance Registration Deadline: **March 16, 2019** • Hotel Reservation Deadline: **March 5, 2019**

NAME \_\_\_\_\_ NICKNAME/BADGE NAME \_\_\_\_\_

FIRM/ORGANIZATION \_\_\_\_\_

STREET ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP CODE \_\_\_\_\_

PHONE \_\_\_\_\_ E-MAIL ADDRESS \_\_\_\_\_

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 1/11/19)

ABA # \_\_\_\_\_

Section Member (after 1/11/19)

ABA Non-Section Member Early Registration  
Discount (on or before 1/11/19)

ABA Non-Section Member

Non-ABA Member Early Registration Discount  
(on or before 1/11/19)

Non-ABA Member

First-Time Attendee

Section Member Government Agency or Non-Profit

ABA Member Government Agency or Non-Profit

Non-ABA Member Government Agency or Non-Profit

Law Students

Guest(s)

Children (12–18)

### Quantity

\_\_\_\_\_ @ \$475

\_\_\_\_\_ @ \$575

\_\_\_\_\_ @ \$575

\_\_\_\_\_ @ \$675

\_\_\_\_\_ @ \$675

\_\_\_\_\_ @ \$775

\_\_\_\_\_ @ \$395

\_\_\_\_\_ @ \$275

\_\_\_\_\_ @ \$375

\_\_\_\_\_ @ \$475

\_\_\_\_\_ @ \$0

\_\_\_\_\_ @ \$150

\_\_\_\_\_ @ \$50

### Social Events and Optional Activities:

Wednesday Welcome Reception

Thursday Diversity Reception

Thursday Conference Dinner

Spouse/Guest Breakfast

### Quantity

\_\_\_\_\_ (Included in registration fee)

\_\_\_\_\_ (Included in registration fee)

\_\_\_\_\_ (Included in registration fee)

\_\_\_\_\_ @ \$60/person

**Total Amount Enclosed:** \$ \_\_\_\_\_

### Register by:

#### Online:

[www.ambar.org/midwinter](http://www.ambar.org/midwinter)

*(Credit card payments accepted  
online only.)*

#### Mail:

American Bar Association  
Attn: Service Center  
Mtg/Event Registration  
321 North Clark St.  
Chicago, IL 60654

**Enclosed check**

*(made payable to  
American Bar Association)*



American Bar Association  
Section of Labor and Employment Law  
321 North Clark Street  
Chicago, IL 60654

Labor and Employment Law

Non-Profit Organization  
U.S. Postage  
PAID  
American Bar Association

# National Conference on Equal Employment Opportunity Law

# CORAL GABLES



Online Registration  
[www.ambar.org/midwinter](http://www.ambar.org/midwinter)  
Register Today!