



2023 Employment Law Conference



**HAWLEY
TROXELL**

Attorneys & Counselors



CORPORATE
TRADITIONS

Conference SCHEDULE

Main Room

8:00 - 8:30

REGISTRATION & BREAKFAST

8:30 - 8:40

OPENING REMARKS

8:40 - 9:40

OPENING KEYNOTE

Johnny C. Taylor Jr., President & CEO of SHRM

9:40 - 9:50

ANNOUNCEMENTS

9:50 - 10:20

SPONSOR VISITS & TRADESHOW

Breakout Sessions

Rooms 410 A, B, C

10:20 - 11:30

HOW TO EFFECTIVELY (AND LEGALLY) MANAGE
MEDICAL LEAVES AND OTHER EMPLOYEE
MEDICAL ISSUES

John Ashby: **Room 410A**

2023 EMPLOYMENT LAW UPDATE

Katharine Brereton: **Room 410B**

UNLOCK GENIUS USING THE INTERPLAY OF
SKILL AND CHALLENGE

Diane Allen: **Room 410C**

Main Room

11:30 - 11:40

BREAK

11:40 - 12:00

Welcome Luncheon & SHRM Remarks

12:00 - 1:10

LUNCH PANEL DISCUSSION - COMMON MISTAKES
THAT LEAD TO EMPLOYMENT LAW PROBLEMS

Conference SCHEDULE

Main Room

1:10 - 1:40

SPONSOR VISITS & TRADESHOW

Breakout Sessions

Rooms 410 A, B, C

1:40- 2:50

PROBLEM EMPLOYEE OF "WHISTLEBLOWER":
HOW TO AVOID WALKING INTO A RETALIATION
CLAIM

Bill Symmes & Kim Kamel: **Room 410A**

CHATGPT/AI: WHAT IT IS, HOW EMPLOYEES ARE
USING IT, AND WHY HR SHOULD CARE

Carsten Peterson: **Room 410B**

BEST PRACTICES FOR PUBLIC EMPLOYERS

Shawn Miller & Kelcey Stewart: **Room 410C**

Main Room

2:50 - 3:00

BREAK

3:00 - 4:00

FINAL KEYNOTE

Diane Allen: Speaker, Trainer & Coach - Go
Beyond Engagement

4:00 - 4:10

Wrap-up & Closing Remarks

Thank you for joining us!





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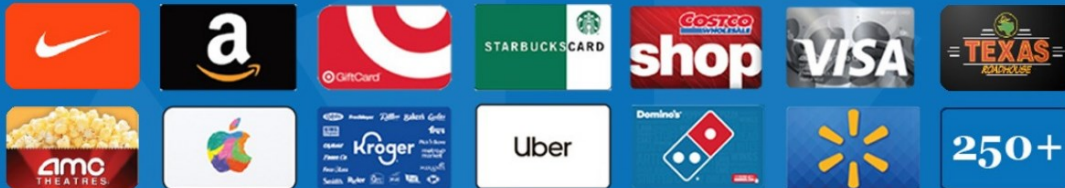


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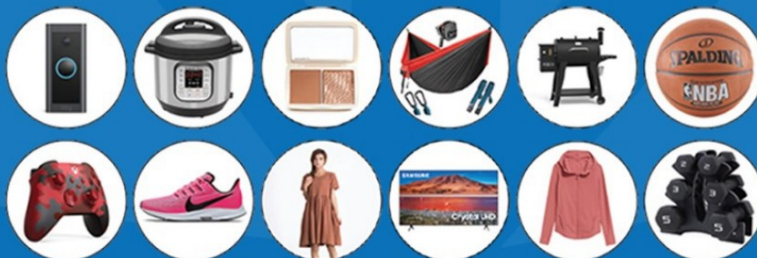
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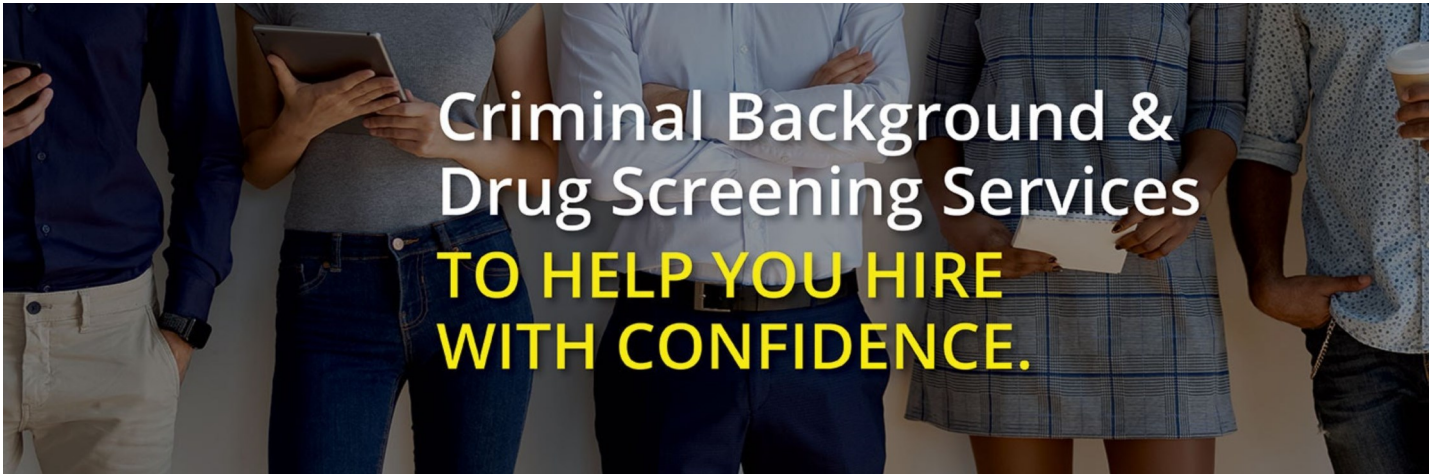
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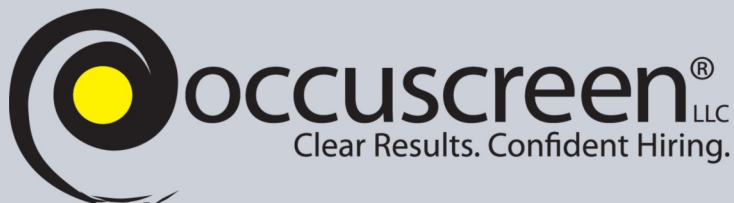
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The image features a woman with curly hair and sunglasses, wearing a grey suit and carrying a backpack, walking down a set of stairs. Overlaid on the right side of the image is a collage of Paylocity software interface elements. These include:

- Time Entry:** A circular clock showing 3:06 CST PM, with a note "Clocked Out since 08:59 AM".
- Employee Profile:** A profile for Joe Salazar, Vice President of Marketing at THINK CO. NEWS. It includes sections for Profile, About (A marketing nerd, who loves the outdoors.), Interests (Cooking, DIY, Kayaking, Movies), Education (Bradley University), and Work (40 Followers, 53 Following).
- Organizational Chart:** A chart showing Leah Khan as Chief Executive Officer and Joe Salazar as Vice President of Marketing.
- Community Announcement:** A post from Think Co. News titled "Happy Monday, Everyone! We're back with the Weekly Digest including all of the latest and greatest updates. Be sure to tune in to our podcast, published on Monday at 10:00 AM. See More".

At the bottom of the image, the Paylocity logo is displayed in white on a red background. Below the logo is a dark blue button with the text "Get More with Paylocity" in white.

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1. <https://news.gallup.com/poll/182537/parents-college-funding-worries-top-money-concern.aspx>

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OPENING KEYNOTE SPEAKER

Johnny C. Taylor, Jr., SHRM-SCP,

is President and Chief Executive Officer of SHRM. With nearly 325,000 members in 165 countries, SHRM impacts the lives of more than 235 million workers and families globally.

As a global leader on the future of employment, culture and leadership, Mr. Taylor is a sought-after voice on all matters affecting work, workers, and the workplace. Recently named one of the “Most Influential People Shaping Public Policy” in our nation’s Capital by the Washingtonian Magazine, Mr. Taylor is frequently asked to testify before Congress on critical workforce issues and authors the weekly *USA Today* column, “Ask HR.”



Mr. Taylor's career spans over 20 years as a lawyer, human resources executive and CEO in both the not-for-profit and for-profit space. He has held senior and chief executive roles at IAC/Interactive Corp, Viacom's Paramount Pictures, Blockbuster Entertainment Group, the McGuireWoods law firm, and Compass Group USA. Most recently, Mr. Taylor was President and Chief Executive Officer of the Thurgood Marshall College Fund.

He is the author of the national bestseller, *RESET: A Leader's Guide to Work in an Age of Upheaval*, which delivers a candid and forward-thinking vision for leaders to reimagine their company cultures in a time of global upheaval and presents data-driven strategies to make the necessary foundational reset of all things work. Immediately upon its release in September 2021, *RESET* was in the top three of the Wall Street Journal's list of best-selling hardcover business books. All author proceeds benefit the SHRM Foundation, which is committed to empowering HR as a social force for change.

Mr. Taylor sits on several corporate boards, including as Lead Independent Director of XPO Logistics (NYSE: XPO) and as an Independent Director of Guild Education and Flores & Associates. In addition, he dedicates himself to non-profit organizations, serving as Vice Chair of the Board of Trustees of the University of Miami and as a Trustee of the United Way Worldwide. Mr. Taylor was appointed chairman of the President's Advisory Board on Historically Black Colleges and Universities and as a member of the White House American Workforce Policy Advisory Board during the Trump Administration.

The Women Business Collaborative (WBC) named Mr. Taylor as one of its 2023 Trailblazers in Gender Equity and Diversity for his work to achieve equal position, pay and power for all women in business. In 2020, he received the Distinguished Executive of the Year Award from the Academy of Management, and he was named 2021 ALA Professional Society CEO of the Year by *CEO Update*.

He is a Fellow of the National Academy of Human Resources and is licensed to practice law in Florida, Illinois and Washington, D.C.

CLOSING KEYNOTE SPEAKER & BREAKOUT SPEAKER


DIANE ALLEN
SPEAKER • TRAINER • COACH

International Speaker and Violinist Diane Allen is a TEDx/TED Speaker, and Thought Leader who speaks on increasing the meaning, joy and fulfillment in one's work and life by accessing the flow state. Years before neuroscientists discovered the positive impact the flow state has on achieving peak performance, Diane had already experienced the power of flow in her own career as a violinist.

It was her unique approach to getting into flow, on demand, that landed her a spot on the TEDxNaperville stage as well as features on TED, ABC, CBS, NBC, FOX, Associated Press, Boston Herald, Authority Magazine, and Thrive Global. Today, Diane is known for her experiential Keynotes, Training and Coaching programs that go Beyond Engagement™ featuring her three-step Flow Strategy™ system which empowers people to get into their flow state, be in their genius, and love their job.



BREAKOUT SPEAKERS



John Ashby

John Ashby is an experienced employment lawyer and is the chair of Hawley Troxell's Employment Law Practice Group. John represents employers in all areas of employment law, including wrongful discharge, discrimination, harassment and fair labor standard practice claims. He also advises employers on compliance with state and federal employment laws and conducts management training on a variety of employment law topics.

John believes that good training and a proactive approach can prevent most employment law claims. However, when employees do raise claims, John represents employers in court or in proceedings before the Idaho Human Rights Commission, the EEOC and the Department of Labor.

Katharine Brereton

Katie Brereton is a partner with Lake City Law Group and works with employers in both Idaho and Washington. In addition to handling complex litigation matters and administrative proceedings, she advises and provides strategic support to private and public sector employers on a range of workplace matters including performance management, discipline decisions, terminations and separations, discrimination, harassment, retaliation, disability accommodations, FMLA compliance, due process procedures, and the proactive management of potential risks.



Katie also assists clients with hiring, staff and management training, employee handbooks, investigations, employment and non-compete agreements, and severance packages and separation agreements.

BREAKOUT SPEAKER

Kim Kamel

Kim Kamel is a labor and employment attorney. She provides day-to-day employment advice, drafts contracts and handbooks, and has also litigated cases. Kim represents clients in administrative and court litigation in Washington and Idaho. She has successfully defended business clients in Human Rights Commission complaints, unemployment and EEOC claims, and industrial insurance claims in federal and state courts in Washington and Idaho.

Kim has extensive experience related to wage and hour claims, discrimination claims, and labor disputes and negotiations. She also conducts investigations and provides training and compliance advice and advises management in labor negotiations.



Shawn Miller



I have been fortunate to serve as the Chief Human Resources Officer for the Washington School District, City of Boise, Boise State University, and a 1,000 person fast growth private company. Prior to these roles, I practiced employment, school, and labor law in three states. I have overseen all people operations from recruiting, traditional labor and employee relations, organizational development, payroll, benefits, and risk management.

My positions have given me the opportunity to do everything from helping build workplace culture to conducting workplace investigations in all of the settings where I have worked for the past twenty years.

Through the years I have received training from talented subject matter experts, including Title IX investigator training from ATIXA and other sources.

When it is all said and done, my favorite titles though are husband, father, and, well, beekeeper.

BREAKOUT SPEAKER



Carsten Peterson

Carsten Peterson has a broad civil litigation practice with a particular focus in defending employers in claims of employment discrimination, wrongful termination, and employment disputes. He also defends employers in administrative complaints filed with the Idaho Human Rights Commission, Equal Employment Opportunity Commission, and the U.S. Department of Housing and Urban Development (HUD) raising claims under the Fair Housing Act (FHA), Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Title VII of the 1964 Civil Rights Act and state laws. His practice also includes advising employers on a variety of matters, including paid time off, workplace harassment and discrimination, employee handbooks, as well as employee termination and discipline.

Kelcey Stewart

I serve as President for BestDayHR, where I have the honor of helping organizations solve their toughest people problems while helping them find opportunities for fuelling their sparks and having their BestDays. Prior to BestDayHR, I was the Director of Human Resources for the City of Boise, where I led a department responsible for recruiting and hiring, payroll, risk management, security, employee relations and organizational development.

I hold a Master of Science degree in Organizational Performance and Workplace Learning and have two children, a mis-marked lab and was lucky enough to marry the boy who lived next door.



BREAKOUT SPEAKER

Bill Symmes

Bill has over 29 years as a labor and employment lawyer representing management. Bill advises over regulatory compliance before the EEOC and the NLRB and before the state equivalents. Bill also represents these clients in litigation before both state and federal courts as well as in arbitrations. He also works with employers in connection with various types of union related matters.

Bill is licensed to practice in ID, WA, and OR. He leverages his experience to advise businesses and employers over various risk management strategies aimed at minimizing litigation exposure.



Jonathan Wheatley

Jonathan Wheatley is an associate in the firm's Transactional practice group and the Government Affairs/Lobbying practice group, where he represents clients with issues in healthcare, technology, and energy. Jonathan's expertise in intellectual property law, including internet law, data privacy, cryptocurrencies, and artificial intelligence, has made him an asset to the firm's Transactional group and Government Affairs/Lobbying practice group. He uses his knowledge of these complex and rapidly evolving areas of law to effectively represent clients before government agencies, legislators, and other stakeholders in addition to helping them navigate the business landscape to achieve their goals and protect their interests.

Jonathan recently has spent a great deal of his time educating and keeping his clients apprised of AI/Chat GPT and the impact in the workforce.

LUNCH PANEL



Pam Howland - Moderator

Pam Howland has been practicing law in Idaho since 2000 and founded Idaho Employment Lawyers (“IEL”) in 2016. IEL focuses solely on helping Idaho employers with employment law compliance, defense, investigations and training. She works with Idaho leaders on a daily basis, helping them to maneuver through the minefield of employment law issues that businesses of all sizes regularly face.

Benjamin Cramer

Benjamin Cramer joined Idaho Employment Lawyers, PLLC in 2020 after a fifteen-year career in higher education. Ben’s practical experience complying with and implementing Title IX, Title VI, ADA/504, and internal policies provides him with a unique understanding and perspective of the issues facing employers. Ben’s practice focuses on helping employers maneuver through the inherent challenges of an expanding and changing workforce – including navigating the employment discrimination and harassment claims on a state and federal level, wage and hour issues, and performance management. Ben’s previous legal experience includes work for a now-retired rural general practitioner based in eastern Oregon and internships with the Ada County Prosecuting Attorney’s Office and the Oregon Court of Appeals. He is a member of the Employment & Labor law practice sections in Idaho and Oregon, the Richard C. Fields American Inn of Court, and the Oregon State Bar House of Delegates.



LUNCH PANEL



Amy M. Mensik

Amy Mensik focuses her practice on labor and employment law, specifically discrimination, retaliation, disability accommodation as well as employment-related corporate compliance, such as compliance with paid sick leave and other leave laws. In addition, Amy is experienced in commercial litigation.

Previously, Amy worked in Seattle defending and representing various clients, insurers and industries in employment disputes. She is also a frequent presenter before businesses and HR professionals on employment law topics.

Jaye B Pierce, SPHR, SHRM-SCP

Jaye B. has over 30 years of experience in HR. She started her HR career with Boise Cascade and has worked for several other large organizations including Micron Technology, Micron Electronics, and the American Red Cross. She's currently the CHRO for SIF, Idaho Workers' Compensation. Prior to joining SIF, she spent 13 years as the HR Manager for a software consulting company with operations in the U.S. and Canada.

Jaye B. is a graduate of Boise State University where she received her bachelor's degree in business administration. Professionally, she has both the SHRM – SCP and SPHR certifications, and she has vowed to keep her credentials current so she never has to take either of the exams again! She currently serves on HRATV's Board as the Diversity Co-Chair.



LUNCH PANEL

Katie Riley

In her 25 years practicing Labor and Employment law, Katie Riley has counseled, conducted investigations, and trained employers on all aspects of the employment relationship in both union and non-union environments. The bulk of Katie's experience was gained while practicing in Chicago; working in the public sector, at a firm, and in-house. She moved to Idaho four years ago to accept a role leading Labor and Employment law at Lamb Weston, a global french fry company located in Eagle, Idaho. Katie lives in Eagle with her four boys (two of which just left the nest for college) and two dogs.



John Rumel

John Rumel is a Professor of Law at the University of Idaho College of Law's Boise campus. Professor Rumel teaches the Law of the Workplace (Employment Law, including the common law of employment, anti-discrimination law and wage and hour law, as well as Labor Law), litigation subjects (Civil Procedure, Evidence and Remedies), and Education Law. His scholarship primarily focuses on employment law issues in the public sector, including teacher rights in the K-12 education setting. Prior to his joining the College of Law Faculty full-time in 2011, Professor Rumel served for many years as the General Counsel for the Idaho Education Association, Idaho's teachers union.

In 2015, Professor Rumel received the Idaho Distinguished Lawyer Award from the Idaho State Bar, the highest honor given by the State Bar "to an attorney (or attorneys) each year who has distinguished the profession through exemplary conduct and many years of dedicated service to the profession and to Idaho citizens." He has also received the University of Idaho Alumni Award for Excellence three times.



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Activity 23-9KEQM
5 hours



We want to thank all of our speakers and presenters for taking the time to speak at our event. Your insights and perspectives are truly valuable, and it is a pleasure to have you with us. Your contributions to our event are invaluable, and we could not have asked for more engaging and informative speakers. Again, thank you for your time and sharing your expertise with us.

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