

# EMPLOYMENT LAW CONFERENCE - 2025



## AGENDA

### DAY 1 – THURSDAY, NOVEMBER 6<sup>TH</sup>

8:15 – 8:30	Welcome	
8:30 – 9:30	2025 Case Law Update	Human Resource Records Management 101
9:45 – 10:45		Oregon Pay Equity is Not Market Equity
11:00 – 12:00	Creating Safe Spaces: Best Practices for Workplace Violence Prevention and Response	Legal Hiring
1:00 – 2:00	Conducting Effective Workplace Investigations: From Allegation to Resolution	A Contractor, a Manager, and an Employee Walk into a Bar...Am I Liable? How to Properly Classify Employees vs. Independent Contractors or Exempt vs. Nonexempt Employees
2:15 – 3:15	Virtual Table Talks with State Agencies	When Words Define Work: How Job Descriptions Drive Claims, Accommodations, Reemployment, and More
3:30 – 4:30	From Paychecks to Paid Leave and Strict Liability for Your Subcontractor's Wage Violations: A Legislative Update on Oregon's 2025 Employment Law Overhaul	Wage and Hour Law: Scenarios, Top Tips, and Compliance Best Practices

### DAY 2 – FRIDAY, NOVEMBER 7<sup>TH</sup>

8:30 – 9:30	Virtual Table Talks with State Agencies	Navigating DEI Uncertainty in Today's World
9:45 – 10:45	Managing Risk and Response in Disability Accommodations	The Secret Life of a BOLI Civil Rights Complaint
11:00 – 12:00	Religious Accommodations Claims	Engaging with Respect: The Importance of Civil Conversations
1:00 – 2:00	Legal, Practical, Empathetic: The Changing Landscape of Pregnancy Accommodations	Navigating Discrimination and Immigration Enforcement: A Panel Discussion
2:15 – 3:15	The Reality of Protected Leave in the Workplace	Defensible Documentation and Discipline
3:30 – 4:30	Leave Math 101: Eligibility, Entitlement, and Everything in Between	Breaking Up is Hard to Do: Termination

Website: [oregon.gov/boli/employers/pages/conference.aspx](https://oregon.gov/boli/employers/pages/conference.aspx).

HRCI, SHRM and CLE recertification credit approval pending.