



ERTSC BREAKFAST SEMINAR

In Collaboration with the California Department of Fair Employment and Housing
Thursday, April 2, 2015 from 7:30 a.m. to 11:45 a.m.

- * Meet New DFEH Director, Kevin Kish
- * Learn "Need-to-Knows" of DFEH Charge Handling
- * Take Part in a Practitioner Dialogue on
Essentials of Effectively Responding to DFEH Charges

**Metropolitan Water District of Southern California (next to Union Station)
700 N. Alameda Street, Los Angeles 90012, First Floor**

On December 29, 2014, Governor Edmond G. Brown announced the appointment of Kevin Kish as the new Director of the Department of Fair Employment and Housing (DFEH). At his swearing in, Director Kish stated, "Laws are promises, and our anti-discrimination laws are among the most serious and commanding promises that we make to each other as a society. It's truly an amazing and exciting experience to have the opportunity to understand and enforce those laws." Come meet Director Kish and learn about his vision and priorities for the Department. Participants will also have the opportunity for Q&As with the new Director.

Managing the employment relationship in California can be challenging and complex. When employees believe their employer has fallen short of this obligation, they can pursue administrative recourses for redress such as with the DFEH. California employers should to stay informed on the DFEH Charge Handling Process, including complaint intake, investigation, mediation, right-to-sue notices, work share agreement with the EEOC, and litigation. Mary Bonilla, DFEH Chief of Enforcement, will lead an interactive session on what employers need to know about the Department's Charge Handling Process. This session will be supplemented with a practitioner dialogue on the essential principles and current practices for effectively responding to DFEH Charges.

Seminar Agenda

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| 7:30 a.m. | Registration/Networking/Continental Breakfast (please arrive early to ensure prompt check-in) |
| 8:00 a.m. | Welcome
Joan E. Smiles, Senior Counsel, Seyfarth Shaw LLP; ERTSC Board Member |
| 8:10 a.m. | Legal Update
Andrew Friedman, Partner, Helmer Friedman LLP; ERTSC Board Member
Anthony Oncidi, Partner, Proskauer Rose LLP |
| 9:00 a.m. | Meet New DFEH Director, Kevin Kish
Director Kish's Vision and Priorities for the Department with Q&As |
| 10:00 a.m. | <i>Break</i> |
| 10:15 a.m. | DFEH Charge Handling Process
Mary Bonilla, DFEH Chief of Enforcement
Practitioner Dialogue on Essentials of Effectively Responding to DFEH Charges
Moderator: Joan E. Smiles, Senior Counsel, Seyfarth Shaw LLP, ERTSC Board Member |
| 11:45 a.m. | Closing
Sharon Agnew, EEO/AA Compliance Sr. Manager, Amgen; ERTSC Chair |

Directions & Parking:

Metropolitan Water District is located immediately North of the 101 Fwy at Alameda Street and directly adjacent to Union Station on the south. Attendees who are able are encouraged to use public transportation, i.e., Metrolink or MTA to Union Station. Metropolitan is a short 2 minute walk from the platforms at Union Station.

Parking: **MWD Valet**, 700 N. Alameda Street, M-F 7am - 5pm - rates \$7.00 / hr. or \$14 flat rate
Lots B, C & D, 800 N. Alameda Street, 24 hours - rates \$7.00 / hr. or \$14 flat rate

Map Attached



HRCI CREDIT APPROVED * Certificates will be provided onsite.

* The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit."

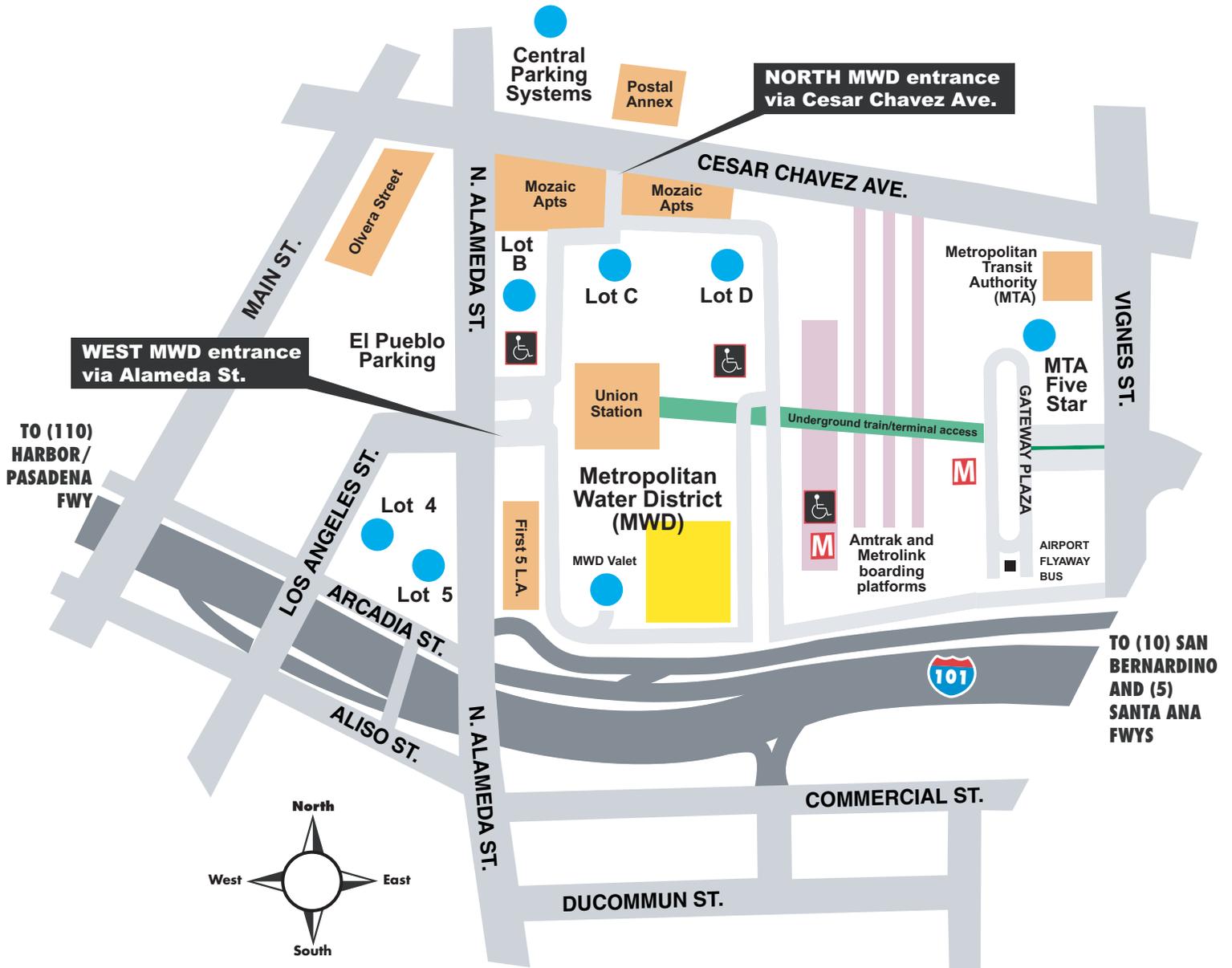
CALIFORNIA MCLE CREDIT (Pending)



VISITOR PARKING GUIDE

Metropolitan Water District of Southern California

700 North Alameda Street, Los Angeles, CA 90012
(213) 217-6000



Map not to scale

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ERTSC THURSDAY, APRIL 2, 2015 BREAKFAST SEMINAR

SEATING IS LIMITED! REGISTER NOW!

\$ 25.00 per person
Fee includes continental breakfast and resource materials

Pre-registration is required!
Register by March 30, 2015

Register on-line at Eventbrite

[ERTSC April Breakfast Seminar on Eventbrite](#)

Or send your check to:
ERTSC
Ms. Cathy Bell
2241 Murphy Hall, UCLA
Box 951405
Los Angeles, CA90095-1405

www.ertsc.org

Seminar Site:

Metropolitan Water District of Southern California
(Next to Union Station)

**700 NORTH ALAMEDA
FIRST FLOOR**

**LOS ANGELES, CA 90012
(213) 217-5805**

Please arrive early to ensure prompt check-in!

Check for \$ _____ enclosed.

I will need this reasonable accommodation during the seminar:

Name:

Title:

Company:

Address:

E-mail Address:

Telephone Number:

Type of Business:

Number of Employees: _____

Seating is limited! Reservations accepted on a "first come, first served" basis.

Reservation deadline is March 30, 2015

No refunds, but substitutions will be granted. You will not receive confirmation of your reservation.

Questions?

Contact Cathy Bell
(310) 206-3476 Telephone
(310) 206-3622 Fax
cbell@conet.ucla.edu

Do you know someone who would like to receive information about ERTSC and upcoming activities?

Ask them to forward their name, title, employer and telephone number to: cbell@conet.ucla.edu

ABOUT THE EMPLOYMENT ROUND TABLE OF SOUTHERN CALIFORNIA

The Employment Round Table in Southern California began in 1983 in partnership with the California Department of Fair Employment and Housing (DFEH). Employment Round Tables are composed of volunteers from business, public and private employers, and from labor organizations. Their purpose is to create an awareness of the problems of discrimination, harassment, and retaliation in employment. The goal of the Employment Round Tables is to reduce discrimination and promote equal opportunity.

The objectives of the Employment Round Tables are to:

- Enhance communications between the Department and employers, labor organizations, and other entities covered by the FEHA and the laws the DFEH enforces.
- Provide forums that promote education, advocacy and understanding of anti-discrimination laws and practices.

The Employment Round Tables provide:

- Seminars and conferences on discrimination, harassment, and retaliation in employment.
- Information on DFEH activities.

2015 ERTSC Board

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Department of Fair Employment and Housing Representatives

Kevin Kish
Director, DFEH

Mary Bonilla
Chief of Enforcement, DFEH

Save the Date

Thursday, November 5, 2015 is the date for the ERTSC Annual Conference, which will be held at the Millennium Biltmore Hotel in Los Angeles.

More details to follow at
www.ERTSC.org

Over 30 Years of Inspiring Workplace Fairness
-Through Education, Training and Outreach-

EMPLOYMENT
— **ROUND TABLE** —
OF SOUTHERN CALIFORNIA



1983 – 2015