



When:

Thursday, Sept. 26, 2019
Program: 9 a.m. - noon

Where:

Hospital Association of
Southern California
515 S. Figueroa Street
Los Angeles, CA 90071

Contact:

Leticia Salcido
(213) 538-0737
lsalcido@hasc.org

Cost:

\$325 per HASC
Hospital Member

Sponsored by:

Hospital Association of
Southern California

Class size limited to 35

Session Description

Recent years have seen legal and social trends aimed at increasing gender-based fairness and transparency in the workplace. These issues are at the core of social movements like #MeToo and #TimesUp, and employers are taking notice in order to attract and retain talent — while deterring litigation.

In 2016, California became a trendsetter in adopting the nation's most robust state equal pay law. Not surprisingly, these legal and cultural changes are generating increased litigation, changes in hiring and arbitration and separation agreements, as well as new laws — including the salary history ban.

Course Objectives

At the end of this session, participants will be able to:

- Assess and navigate the current California and federal legal landscape
- Classify equal pay legislative development in the #MeToo era
- Identify trends in litigation — including the salary history ban
- Recognize how pay equity trends affect your organization's practices

Who Should Attend?

- Chief Human Resource Officers/Executives
- Chief Operating Officers/Risk Officers/Compliance Officers/Privacy Officers
- Talent Management/Organization Development Specialists/Labor Relations Staff
- HR Generalists/Specialists
- In-House General Counsel

Speaker

Kirstin E. Muller, Partner, Hirschfeld Kraemer

Kirstin E. Muller is a seasoned litigator and partner at Hirschfeld Kraemer. Her clients are varied, from startups to midsize and Fortune 500 companies. Her experience involves representing employers in a broad range of disputes involving discrimination, reasonable accommodation, wrongful termination, wage and hour, and trade secret issues. Muller’s successes include achieving summary judgments in numerous cases and defending the decisions on appeal, as well as narrowing class definitions and defeating class certification.

Muller vigorously defends her clients in state and federal court as well as administrative agencies, including the California Department of Fair Employment and Housing, the Equal Employment Opportunity Commission, the California Division of Labor Standards Enforcement, the federal Department of Labor, Cal/OSHA, the California Employment Development Department, and the California Workers’ Compensation Appeals Board, among others.

Agenda Thursday, Sept. 26, 2019

8:30 - 9 a.m.	Registration and Breakfast
9 - 9:10 a.m.	Introduction
	Overview of Pay Equity Law and Related Issues:
	<ul style="list-style-type: none"> • Fair Pay Act refresher • Amendments expanding protection • Role of social movements • High risk industries for Fair Pay Act claims
9:10 - 10:30 a.m.	
10:30 - 10:45 a.m.	Break
	Additional Topics:
	<ul style="list-style-type: none"> • Trends in litigation • Circumstances under which your organization should conduct an equal pay audit • Discussion of audit charts
10:45 a.m. - noon	
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Equal Pay: Understanding How Your Organization Rates Against the Law, Trends and Movements

Thursday, Sept. 26, 2019

Hospital Association of Southern California

515 S. Figueroa Street, Suite 1300, Los Angeles, CA 90071

Registration: 8:30 a.m. — Program: 9 a.m. - noon

Register online: www.cvent.com/d/16qs64/4W

Registration fees include continental breakfast, materials, education credits and certificate.

\$325 HASC Member Hospital

First Name: _____ **Last Name:** _____ **Preferred Name:** _____

Organization: _____

Title: _____

Address: _____ **City:** _____ **State:** ____ **Zip:** _____

Phone: (____) _____ **Email (required):** _____

Continuing Education Signup:

ACHE Credit: The Hospital Association of Southern California is authorized to award **3** hours of pre-approved ACHE Qualified Education credit for this program toward advancement, or recertification, in the American College of Healthcare Executives. Participants in this program who wish to have the continuing education hours applied toward ACHE Qualified Education credit must self-report their participation. To self-report, participants must log into their MyACHE account and select "My Education Credit" to log hours earned.

BRN Credit: RN License # _____ (Provider approved by the California Board of Registered Nursing, CEP #970 for **3 contact hours**.)

HRCI Credit: This program has been submitted to the HR Certification Institute for review.

IMPORTANT REMINDERS

- Registration deadline: **Sept. 12, 2019**
- Valid payment information must be received with your registration.
- Mail check payable to: HASC, 515 S. Figueroa St., Suite 1300, Los Angeles, CA 90071 **Ref#: 2175-169**
- Fax registration form to (213) 538-0987
- You may be photographed or videotaped at the event. HASC reserves the right to use these items in promotional, marketing, educational and other materials.

SPECIAL NEEDS or QUESTIONS

For ADA assistance or general registration questions, contact Leticia Salcido at 213-538-0737 or lsalcido@hasc.org

CANCELLATION

- All cancellations received in writing by Sept. 12 2019, will be subject to a \$50 processing fee.
- Refunds will not be granted after Sept. 12, 2019, and non-attending registrants will be invoiced for the entire registration fee. Substitutions are accepted at any time. Fees are non-transferrable for other programs.