

**SELECTED RECENT SPEAKING ENGAGEMENTS AND PUBLISHED
ARTICLES**

By

Ronald F. Garrity, Esq.

Simpson, Garrity, Innes & Jacuzzi, Professional Corporation

(Updated: June 2019)

**279. “SEXUAL HARASSMENT AND HARASSMENT PREVENTION TRAINING
AND EDUCATION FOR SUPERVISORS”**

Presented to: San Francisco Employer Advisory Council

Date: September 2018

278. “DISABILITY ACCOMMODATIONS AND THE INTERACTIVE PROCESS”

Presented to: San Francisco Employer Advisory Council

Date: October 2017

277. “WHAT QUESTIONS ARE LEGAL DURING INTERVIEWS?”

Presented to: Alameda County Contractors – NorCal NECA Chapter

Date: November 2016

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276. “THE PREVENTION OF SEXUAL AND GENDER HARASSMENT”

Presented to: San Francisco Employer Advisory Council

Date: September 2016

276. “DISABILITY ACCOMMODATIONS AND THE INTERACTIVE PROCESS”

Presented to: San Mateo County Employer Advisory Council

Date: April 2016

275. “INJURED AND DISABLED WORKERS: EMPLOYERS’ OBLIGATIONS”

Presented By: Simpson, Garrity, Innes & Jacuzzi

Date: April 2016

**274. “NAVIGATING THE WORLD OF WORKERS’ COMPENSATION AND THE
ADA”**

Presented With: Cheryl Morosini

Date: September 2015

273. “SEXUAL AND GENDER HARASSMENT PREVENTION”

- Presented to:** San Mateo County Employer Advisory Council
Date: August 2015
272. **“CALIFORNIA’S NEW PAID SICK LEAVE LAW: WILL YOUR COMPANY BE COMPLIANT?”**
- Presented By:** Simpson, Garrity, Innes & Jacuzzi
Date: May/June 2015
271. **“NAVIGATING THE WORLD OF WORKERS’ COMPENSATION AND THE ADA”**
- Presented With:** Ed Kempkey and Cheryl Morosini
Date: September 2014
270. **“WILL YOUR COMPANY BE HIT WITH A MEAL AND REST PERIOD LAWSUIT”**
- Presented to:** Employer Advisory Council:
Employment Development Department
Date: August 2014
269. **“HOW TO ESTABLISH AND MAINTAIN AN EMPLOYEE HANDBOOK**
- Presented to:** Employer Advisory Council:
Employment Development Department
Date: August 2014
268. **“PREVENTING HARASSMENT: TAKING ALL REASONABLE STEPS”
SUPERVISORY TRAINING COMPLYING WITH GOVERNMENT CODE
SECTION 12950.1**
- Presented by:** Simpson, Garrity, Innes & Jacuzzi
Date: December 2013
267. **“PREVENTING HARASSMENT: TAKING ALL REASONABLE STEPS”
SUPERVISORY TRAINING COMPLYING WITH GOVERNMENT CODE
SECTION 12950.1**
- Presented to:** Gavilan Employment Advisory Council (GEAC)
Date: November 2012
266. **“WAGE AND HOUR UPDATE”**
- Presented to:** Employer Advisory Council (EAC) (Marin)
Date: October 2012

265. **“WAGE AND HOUR UPDATE”**
Presented to: **Employer Advisory Council (EAC) (Solano/Napa)**
Date: **October 2012**
264. **“WHAT YOUR SUPERVISORS AND MANAGERS NEED TO KNOW ABOUT MEDICAL LEAVE IN CALIFORNIA”**
Presented by: **Simpson, Garrity, Innes & Jacuzzi**
Date: **August/September 2012**
263. **“WAGE AND HOUR UPDATE”**
Presented to: **Gavilan Employer Advisory Council (GEAC)**
Date: **June 2012**
262. **“EMPLOYMENT LAW UPDATE”**
Presented to: **HR Connect**
Date: **June 2012**
261. **“HOW TO MANAGE INTERMITTENT MEDICAL LEAVES”**
Presented to: **San Mateo County Employer Advisory Council (EAC)**
Date: **April 2012**
260. **“FAMILY AND MEDICAL LEAVE: YOUR SUPERVISORS’ OBLIGATIONS”**
Presented to: **NCHRA**
Date: **April 2012**
259. **“WAGE & HOUR RULES FOR HR: TRAVEL PAY IN CALIFORNIA EXPLAINED”**
Presented for: **Employer Resource Institute (ERI)**
Date: **November 2011**
258. **“ADVANCED WAGE AND HOUR ISSUES AND HOW THEY AFFECT YOUR BUSINESS”**
Presented to: **Thoits Insurance**
Date: **October 2011**
257. **“INTELLECTUAL PROPERTY AND PRIVACY IN THE WORKPLACE”**
Presented through: **Law Seminars International**
Date: **September 2011**
256. **“WAGE, MEAL PERIOD AND REST PERIOD LAWSUITS: PREVENTION AND FIRST AID”**
Presented by: **Simpson, Garrity, Innes & Jacuzzi**
Date: **August/September 2011**
255. **“INTERMITTENT MEDICAL LEAVES: EMPLOYER RIGHTS AND RESPONSIBILITIES” (WEBINAR)**

- Presented by:** Simpson, Garrity, Innes & Jacuzzi
Date: May 2011
254. **“SEXUAL HARASSMENT PREVENTION”**
Presented to: California Employer Advisory Council (EAC)
Date: April 2011
253. **“INTERMITTENT MEDICAL LEAVES: EMPLOYER RIGHTS AND RESPONSIBILITIES”**
Presented by: Simpson, Garrity, Innes & Jacuzzi
Date: March/April 2011
252. **“NEW EMPLOYMENT LAWS FOR 2011”**
Presented for: HR Connect
Date: January 2011
251. **“HOW STATE AND FEDERAL EMPLOYMENT LAWS (FMLA, ADA, CFRA. ETC.) OVERLAP WORKERS’ COMPENSATION”**
Presented for: Kempkey Risk Services
Date: November 2010
250. **“INTERMITTENT FMLA/CFRA LEAVE: HOW TO MANAGE UNSCHEDULED ABSENCES, PREVENT ABUSE, AND SIMPLIFY RECORDKEEPING”**
Presented for: Employer Resource Institute (ERI)
Date: October 2010
249. **“INDEPENDENT CONTRACTOR CRACKDOWN”**
Presented by: Simpson, Garrity, Innes & Jacuzzi
Date: October/November 2010
248. **“INTERMITTENT FMLA LEAVE: HOW TO MANAGE UNSCHEDULED ABSENCES, PREVENT ABUSE, AND SIMPLIFY RECORDKEEPING”**
Presented for: Business & Legal Resources (BLR)
Date: October 2010
247. **“HOT EMPLOYMENT LAW TOPICS AFFECTING YOUR CLIENTS”**
Presented to: Thoits Insurance
Date: September 2010
246. **“PROGRESSIVE DISCIPLINE: HOW TO DRAFT EFFECTIVE, LEGALLY COMPLIANT PERFORMANCE IMPROVEMENT PLANS”**
Presented for: Employer Resource Institute (ERI)
Date: August 2010

245. **“PROGRESSIVE DISCIPLINE: HOW TO DRAFT EFFECTIVE, LEGALLY COMPLIANT PERFORMANCE IMPROVEMENT PLANS”**
 Presented for: **Business & Legal Resources (BLR)**
 Date: **August 2010**
244. **“HOW EMPLOYMENT LAW AFFECTS EMPLOYERS’ SEVERANCE AND RELEASE AGREEMENTS”**
 Presented to: **Shartsis Friese LLP**
 Date: **July 2010**
243. **“INJURED & DISABLED WORKERS: EMPLOYERS’ OBLIGATIONS”**
 Presented by: **Simpson, Garrity, Innes & Jacuzzi**
 Date: **June 2010**
242. **“HOW EMPLOYMENT LAW AFFECTS EMPLOYERS’ SEVERANCE RELEASE AGREEMENTS”**
 Presented to: **Trucker Huss, APC**
 Date: **May 2010**
241. **“NAVIGATING MEDICAL LEAVES MANAGEMENT”**
 Presented to: **NCHRA**
 Date: **May 2010**
240. **“MEDICAL LEAVE LAWS IN CALIFORNIA: QUESTIONS AND ANSWERS”**
 Presented by: **Simpson, Garrity, Innes & Jacuzzi**
 Sponsored by: **Kempkey Insurance Services, Inc.**
 Date: **May 2010**
239. **“WHAT WORKS WITH THE ALPHABET: ADA, FEHA, FMLA, CFRA, ETC.”**
Making Workers’ Comp Work Conference 2010
 Date: **March 2010**
238. **“EMPLOYMENT LAW UPDATES FOR 2010”**
 Presented by: **Simpson, Garrity, Innes & Jacuzzi**
 Date: **February/March 2010**
237. **“LEGAL UPDATES FOR THE NEW YEAR”**
 Presented to: **HR Connect**
 Date: **January 2010**
236. **“UNLAWFUL TERMINATION OF EMPLOYMENT”**
 Presented for: **Call-in Radio Talk Show Station KALW 91.7 FM**
Program “Your Legal Rights”
 Date: **January 2010**
235. **“PREVENTING HARASSMENT: TAKING ALL REASONABLE STEPS”**

SUPERVISORY TRAINING COMPLYING WITH GOVERNMENT CODE SECTION 12950.1

Presented by: Simpson, Garrity, Innes & Jacuzzi

Date: December 2009

234. “EFFECTIVE DISCIPLINING AND TERMINATING STRATEGIES”

Presented by: Simpson, Garrity, Innes & Jacuzzi

Date: October/November 2009

233. “PRACTICAL SOLUTIONS IN PREVENTING AND INVESTIGATING HARASSMENT CLAIMS”

Presented by: Simpson, Garrity, Innes & Jacuzzi

Date: June/July/August 2009

232. “SEXUAL HARASSMENT PREVENTION”

Presented to: San Mateo County Employer Advisory Council

Date: July 2009

**231. “PREVENTING HARASSMENT: TAKING ALL REASONABLE STEPS”
SUPERVISORY TRAINING COMPLYING WITH GOVERNMENT CODE SECTION 12950.1**

Sponsored by: Suhr Risk Services

Date: May 2009

**230. “FAMILY AND MEDICAL LEAVE LAWS IN CALIFORNIA:
A LEGAL ROADMAP”**

Presented to: Human Resources Non-Profit Professionals Network (HRNPPN)

Date: May 2009

**229. “FAMILY AND MEDICAL LEAVE LAWS IN CALIFORNIA:
A LEGAL ROADMAP”**

Presented by: Simpson, Garrity, Innes & Jacuzzi

Date: April/May 2009

228. “LEGAL UPDATES FOR 2009”

Presented to: HR Connect

Date: January 2009

227. “KEY EMPLOYMENT LAW DEVELOPMENTS IN 2008”

Presented to: Thoits Insurance

Date: November 2008

**226. “WAGE, OVERTIME, MEAL PERIOD AND REST PERIOD LAWSUITS;
PREVENTION AND FIRST AID”**

Presented by: Simpson, Garrity & Innes

Date: September/October 2008

- 225. “PERFORMANCE REVIEWS: PREVENTING LAWSUITS AND MANAGEMENT SOLUTIONS”**
Presented to: HR Connect
Date: March 2008
- 224. “MEDICAL LEAVE LAWS IN CALIFORNIA: QUESTIONS & ANSWERS”**
Presented to: Northern California Human Resources Association
Date: February 2008
- 223. “HOW TO INVESTIGATE EMPLOYEE MISCONDUCT: A STEP-BY-STEP GUIDE”**
Presented by: Simpson, Garrity & Innes
Date: September/October 2007
- 222. “PREVENTING HARASSMENT: TAKING ALL REASONABLE STEPS” SUPERVISORY TRAINING COMPLYING WITH GOVERNMENT CODE SECTION 12950.1”**
Sponsored by: Suhr Risk Services
Date: August 2007
- 221. “MEDICAL LEAVE LAWS IN CALIFORNIA”**
Presented by: Simpson, Garrity & Innes
Date: May/June 2007
- 220. “SEXUAL HARASSMENT PREVENTION UPDATE”**
Presented to: San Mateo County Employer Advisory Council
Date: March 2007
- 219. “2007 LEGAL AND LEGISLATIVE UPDATES”**
Presented to: HRExecNet
Date: February 2007
- 218. “2007 LEGAL AND LEGISLATIVE UPDATES”**
Presented to: NCHRA
Date: January/February 2007
- 217. “2007 LEGAL AND LEGISLATIVE UPDATES”**
Presented to: HR Connect
Date: January 2007
- 216. “EFFECTIVE HIRING FOR 2007”**
Presented by: Simpson, Garrity & Innes
Date: November/December 2006
- 215. “INVESTIGATING EMPLOYEE MISCONDUCT”**

- Presented to: NCHRA
Date: October/November 2006
- 214. “MEDICAL LEAVE LAWS IN CALIFORNIA: QUESTIONS AND ANSWERS”**
Presented to: HR Connect
Date: October, 2006
- 213. “COURT LAW UPDATE”**
Presented to: NCHRA 2006 Fall Legislative Conference
Date: October 2006
- 212. “CALIFORNIA EMPLOYMENT LAW UPDATE 2006 CONFERENCE”**
Presented by: Presented by Ronald F. Garrity (Subject: Hiring)
Date: October 2006
- 211. “PREEMPLOYMENT MEDICAL INQUIRIES AND EXAMS: NAVIGATING THE MINEFIELD”**
Article Published in: San Francisco Attorney
Date: Summer 2006
- 210. “PREVENTING WHISTLEBLOWER AND RETALIATION LAWSUITS”**
Presented by: Simpson, Garrity & Innes
Date: July/August 2006
- 209. “PREVENTING HARASSMENT: TAKING ALL REASONABLE STEPS” SUPERVISORY TRAINING COMPLYING WITH GOVERNMENT CODE SECTION 12950.1**
Presented by: Simpson, Garrity & Innes
Date: June 2006
- 208. “NEGOTIATING DIFFICULT WORKPLACE CONVERSATIONS”**
Presented to: Bar Association of San Francisco
Date: April 2006
- 207. “THE RULES OF THE ROAD: HIRING, MANAGING, TERMINATING WITHIN THE LAW”**
Presented to: The Southern Alameda County Employer Advisory Council and The Employment Development Department
Date: March, 2006
- 206. “INJURED AND DISABLED WORKERS: EMPLOYERS’ OBLIGATIONS”**
Presented by: Simpson, Garrity & Innes
Date: February/March 2006
- 205. “2006 LEGISLATIVE AND COURT LAW UPDATE”**

- Presented to: HRCA
Date: January, 2006
- 204. “2006 LEGISLATIVE AND COURT LAW UPDATE”**
Presented to: TV-NHRA
Date: January, 2006
- 203. “2006 LEGISLATIVE AND COURT LAW UPDATE”**
Presented to: NCHRA 2006 Spring Legislative Update Conference
Date: January/February, 2006
- 202. “TO TEST OR NOT TO TEST: CAN EMPLOYERS DRUG TEST ON A RANDOM BASIS IN CALIFORNIA?”**
Article Published in: The Docket
Date: December, 2005/January 2006
- 201. “MENTAL HEALTH DISABILITY CLAIMS”**
Presented to: Practising Law Institute
Date: November, 2005
- 200. “2005 COURT AND LEGISLATIVE LAW UPDATE”**
Presented to: TV-NHRA
Date: October, 2005
- 199. “2005 COURT AND LEGISLATIVE LAW UPDATE”**
Presented to: HR Connect
Date: October, 2005
- 198. “2005 COURT LAW UPDATE”**
Presented to: NCHRA 2005 Fall Legal and Legislative Update Conference
Date: October, 2005
- 197. “TRADE SECRET VIOLATIONS: GIVING INSTRUCTIONS TO FUTURE EMPLOYEES”**
Article Published in: SSF Chamber Business in Brief Newsletter
Date: October, 2005
- 196. “INVESTIGATING EMPLOYEE MISCONDUCT”**
Presented by: Simpson, Garrity & Innes
Date: September/October, 2005
- 195. “LEGAL UPDATES FOR 2005”**
Presented to: NCHRA
Date: July, 2005
- 194. “TEMPORARY EMPLOYEES: DO THEY BELONG TO YOU?”**

Article Published in: August 2005 Newsletter
South San Francisco Chamber of Commerce
Date: August, 2005

193. "WHEN MUST MEDICAL EXAMINATIONS BE CONDUCTED?"

Article Displayed on: Website
National Human Resources Association
Date: June, 2005

192. "TEMPORARY EMPLOYEES: DO THEY BELONG TO YOU?"

Article Displayed on: Website
National Human Resources Association
Date: June, 2005

191. "APPLICATION OF THE DOMESTIC PARTNER AND RESPONSIBILITY ACT TO EMPLOYMENT ISSUES"

Presented to: San Mateo County Bar Association
Date: May, 2005

190. "EFFECTIVE DISCIPLINING & TERMINATING STRATEGIES FOR 2005"

Presented by: Simpson, Garrity & Innes
Date: May, June and July 2005

189. "PREVENTING HARASSMENT: TAKING ALL REASONABLE STEPS" SUPERVISORY TRAINING COMPLYING WITH GOVERNMENT CODE SECTION 12950.1

Presented by: Simpson, Garrity & Innes
Date: Numerous Dates, 2005

188. "EFFECTIVELY PREVENTING HARASSMENT LAWSUITS"

Presented to: Thoits Insurance (CITE Workshop)
Date: March, 2005

187. "PREVENTING SEXUAL HARASSMENT AND MANDATORY TRAINING"

Presented to: San Mateo County Employer Advisory Council
Date: March, 2005

186. "WAGE AND OVERTIME LAWSUITS: PREVENTION AND FIRST AID"

Presented by: Simpson, Garrity & Innes
Date: March, 2005

185. "DISABLED WORKERS IN CALIFORNIA: EMPLOYEES' RIGHTS AND EMPLOYERS' RESPONSIBILITIES"

Presented by: Simpson, Garrity & Innes
Date: December, 2004

- 184. “CONTINGENT WORKERS: A LEGAL ROADMAP FOR ENGAGING INDEPENDENT CONTRACTORS, TEMPORARY EMPLOYEES AND LEASED EMPLOYEES”**
Presented by: Simpson, Garrity & Innes
Date: September, 2004
- 183. “EMPLOYEE THEFT OF TRADE SECRETS”**
Presented to: HR Connect
Date: September, 2004
- 182. “THE NEW FLSA RULES: INSIDE AND OUTSIDE OF CALIFORNIA”**
Presented to: JAHRA
Date: September, 2004
- 181. “THE IMPORTANCE OF WRITTEN POLICIES”**
Article Published in: Monday Morning Monthly
Northern California Chapter, The National Electrical Contractors Association
Date: July, 2004
- 180. “LEAVES OF ABSENCE”**
Presented to: California Employment Development Department
Date: June 2004
- 179. “MEDICAL LEAVE LAWS IN CALIFORNIA: QUESTIONS AND ANSWERS”**
Presented by: Simpson, Garrity & Innes
Date: April/May 2004
- 178. “LEGAL UPDATES FOR 2004”**
Presented to: HRCA
Date: February 2004
- 177. “EMPLOYEE HANDBOOKS AND PERSONNEL POLICIES”**
Presented to: NECA
Date: February 2004
- 176. “LEGAL UPDATES FOR 2004”**
Presented by: Simpson, Garrity & Innes

Date: January/February 2004

175. “LEGAL UPDATES FOR 2004”

Presented to: Tri-Valley Human Resources Association
Date: January 2004

174. “LEGAL UPDATES FOR 2004”

Presented to: Northern California Human Resources Association
Date: January 2004

173. “EMPLOYMENT LAW STRATEGIES”

Presented to: NECA – Northern California Chapter
Date: November 2003

172. “CALIFORNIA LEGAL UPDATE: MEDICAL LEAVE AND FAMILY TEMPORARY DISABILITY INSURANCE”

Presented to: NHRA – South Bay Affiliate
Date: October 2003

171. “PERSONNEL: 2003 LEGAL UPDATE AND REVIEW”

Presented to: Thoits Insurance
Date: July 2003

170. “DEALING EFFECTIVELY WITH SEXUAL HARASSMENT IN THE WORKPLACE”

Speech Presented to : San Mateo County Employer Advisory Council
Date: July 2003

169. “MEDICAL LEAVE LAWS IN CALIFORNIA: A LEGAL ROADMAP”

Speech Presented to : HR Connections
Date: June 2003

168. “EMPLOYMENT LAW UPDATES FOR 2003”

Speech Presented to: Northern California Human Resources Association
Date: June 2003

167. “EMPLOYEE HANDBOOKS AND PERSONNEL POLICIES MANUALS”

Speech Presented by: Simpson, Garrity & Innes

Date: May/June 2003

166. "EMPLOYEE THEFT OF CONFIDENTIAL INFORMATION: PREVENT AND FIRST AID"

Speech Presented by: Simpson, Garrity & Innes

Date: March 2003

165. "LEGAL UPDATES FOR 2003"

Speech Presented to: HRCA

Date: February 2003

164. "LEGAL UPDATES FOR 2003"

Speech Presented to: Tri-Valley Human Resources Association

Date: January 2003

163. "MEDICAL LEAVE LAWS IN CALIFORNIA: A LEGAL ROADMAP"

Speech Presented by: Simpson, Garrity & Innes

Date: December 2002

162. "WAGE AND OVERTIME LAWSUITS: PREVENTION AND FIRST AID"

Speech Presented to: National Human Resources Association, South Bay Affiliate

Date: November 2002

161. "WAGE AND OVERTIME LAWSUITS: PREVENTION AND FIRST AID"

Speech Presented by: Simpson, Garrity & Innes

Date: September/October 2002

160. "MEDICAL LEAVE LAWS IN CALIFORNIA"

Speech Presented at: Sierra Point Credit Union

Date: July 2002

159. "PRACTICAL SOLUTIONS IN PREVENTING AND INVESTIGATING HARASSMENT CLAIMS"

Speech Presented by: Firm Labor and Employment Group

Date: June/July 2002

158. "THE IMPACT TO EMPLOYERS FROM AMENDMENTS TO THE

CALIFORNIA CONSUMER AGENCIES ACT”

Speech Presented to: San Mateo County Bar Association, Labor and Employment
Law Section

Date: May, 2002

157. “NEW BACKGROUND CHECK REQUIREMENTS”

Article Published in: Northern California Chapter, The National Electrical Contractors
Association

Date: April, 2002

156. “OVERTIME & EXEMPTIONS: UNDERSTANDING THE NEW LAW”

Speech Presented to: HR Connections

Date: April 2002

**155. “PRACTICAL SOLUTIONS IN PREVENTING AND INVESTIGATING SEXUAL
HARASSMENT CLAIMS”**

Speech Presented to: National Human Resources Association, South Bay

Date: March, 2002

154. “REDUCTIONS-IN-FORCE: A LEGAL ROADMAP”

Speech Presented by: Simpson, Garrity & Innes

Date: March, 2002

**153. “EFFECTIVE INTERVIEWING AND LEGALLY DISCIPLINING AND
DISCHARGING EMPLOYEES; LEGAL UPDATES FOR 2002”**

Speech Presented to: Thoits Insurance

Date: January, 2002

152. “LEGAL UPDATES FOR 2002”

Speech Presented to: Tri-Valley Human Resources Association

Date: January, 2002

151. "LEGAL UPDATES FOR 2002"

Speech Presented to: JAHRA

Date: January, 2002

- 150. "DISABLED WORKERS IN CALIFORNIA: DO THEY HAVE UNLIMITED RIGHTS"**
Speech Presented by: Simpson, Garrity & Innes
Date: November/December 2001
- 149. "REDUCTIONS-IN-FORCE"**
Speech Presented to: Thoits Insurance
Date: November, 2001
- 148. "FML NOTICE REQUIREMENTS"**
Article Published in: Tri-Valley Human Resources Association, Horizons
Date: Fall, 2001
- 147. "OVERTIME AND EXEMPTIONS: UNDERSTANDING THE NEW LAW"**
Speech Presented by: Simpson, Garrity & Innes
Date: September, 2001
- 146. "INJURED & DISABLED WORKERS: EMPLOYEES' OBLIGATIONS AND EMPLOYEES' PRIVACY RIGHTS"**
Speech Presented to: Tri-Valley Human Resources Association
Date: June, 2001
- 145. "THE LEGAL SIDE OF ABSENCE ISSUES"**
Speech Presented to: HR Connection
Date: May, 2001
- 144. "EFFECTIVE DISCIPLINING & TERMINATING STRATEGIES FOR 2001"**
Speech Presented by: Simpson, Garrity & Innes
Date: April/May 2001
- 143. "COMPUTER PROFESSIONAL EXEMPTION ADOPTED"**
Article Published in: Tri-Valley Human Resources Association, Horizons
Date: Spring 2001; Winter 2001
- 142. "LEGAL UPDATES FOR 2001"**
Speech Presented to: Tri-Valley Human Resources Association
Date: January, 2001

141. **"OVERTIME AND EXEMPTIONS: A STEP-BY-STEP GUIDE TO AB60"**
Speech Presented by: Simpson, Garrity & Innes
Date: December 2000/January 2001
140. **"TRADE SECRET VIOLATIONS: GIVING INSTRUCTIONS TO FUTURE EMPLOYEES"**
Article Published in: The Management Advantage, Inc.
Date: Fall, 2000
139. **"TRADE SECRET VIOLATIONS: GIVING INSTRUCTIONS TO FUTURE EMPLOYEES"**
Article Published in: Tri-Valley Human Resources Association, Horizons
Date: Fall, 2000
138. **"EMPLOYEE THEFT OF TRADE SECRETS: PREVENTION AND FIRST AID"**
Speech Presented by: Simpson, Garrity & Innes
Date: May, 2000
137. **"PERSONNEL ISSUES: EFFECTIVE INTERVIEWING AND LEGALLY DISCIPLINING AND DISCHARGING EMPLOYEES"**
Speech Presented to: Thoits Insurance
Date: March, 2000
136. **"INFORMATION ABOUT YOUR EMPLOYEES: WHAT CAN YOU OBTAIN?"**
Speech Presented by: Firm Labor and Employment Department
Date: September, 1999
135. **"MEDICAL LEAVE AND THE AMERICANS WITH DISABILITIES ACT"**
Speech Presented to: The California Circuits Association
Date: April, 1999
134. **"INJURED AND DISABLED WORKERS: EMPLOYERS' OBLIGATIONS"**
Speech Presented by: Firm Labor and Employment Department
Date: February, 1999
133. **"FAMILY AND MEDICAL LEAVE -- 1999 UPDATES"**
Speech Presented to: Council on Education in Management

Date: January, 1999

132. "CRIMINAL HISTORY: WHAT CAN YOU ASK?"

Article Published in: Tri-Valley Human Resources Association, Horizons
Date: Winter, 1999

131. "1999 LEGAL UPDATES"

Speech Presented to: Tri-Valley Human Resources Association
Date: January, 1999

130. "1999 LEGAL UPDATES"

Speech Presented to: The HR Connection
Date: January, 1999

129. "PREPARING FOR SCRUTINY - GETTING ANTI-DISCRIMINATION AND EEO POLICIES IN LINE WITH THE LATEST IN DISCRIMINATION LAW AND ENFORCEMENT"

Speech Presented to: Council on Education in Management
Date: December, 1998

128. "EFFECTIVE DISCIPLINING & TERMINATING STRATEGIES FOR 1998"

Speech Presented by: Firm Labor and Employment Department
Date: August, 1998

127. "INTERNAL HARASSMENT COMPLAINTS: A STEP-BY-STEP GUIDE FOR EMPLOYER RESPONSE"

Speech Presented by: Firm Labor and Employment Department
Date: May, 1998

126. "LEGAL UPDATES FOR 1998"

Speech Presented to: Tri-Valley Human Resources Assn.
Date: January, 1998

125. "INFORMATION ABOUT YOUR EMPLOYEES: WHAT CAN YOU OBTAIN?"

Speech Presented by: Firm Labor and Employment Department
Date: January, 1998

124. **"THE NEW CALIFORNIA ERGONOMICS REGULATION"**
Date: December, 1997
123. **"HIRING, FIRING & DISCIPLINING"**
Speech Presented to: 1997 LACN Convention
Date: November, 1997
122. **"EMPLOYMENT CONTRACTS ARE USEFUL TOOLS"**
Article in: Northern California Chapter, The National Electrical Contractors
Association
Date: October, 1997
121. **"COPING WITH EMPLOYEES' PSYCHIATRIC DISABILITIES - A NEW
"MINE FIELD" FOR EMPLOYERS"**
Speech Presented by: Firm Labor and Employment Department
Date: September, 1997
120. **"LEGAL UPDATES FOR 1997"**
Speech Presented to: American Management Association
Date: June, 1997
119. **"EMPLOYMENT PRACTICES LIABILITY INSURANCE ("EPL")
LEARN BEFORE YOU BUY"**

Speech Presented to: Bar Association of San Francisco
Date: June, 1997
118. **"LEGAL UPDATES FOR 1997"**
Speech Presented to: International Association of Pre-Management Professionals
Date: May, 1997
117. **"SEXUAL HARASSMENT -- WHAT TO DO WHEN IT INVOLVES
VOLUNTEERS"**
Speech Presented to: San Mateo Chamber of Commerce
1997 Annual W.A.C.E. Conference
Date: February, 1997

116. **"COMPELLING ALCOHOL REHABILITATION -- BEWARE"**
Article Published in: Tri-Valley Human Resources Association, Horizons
Date: Winter, 1997
115. **"LEGAL UPDATES FOR 1997"**
Speech Presented to: Tri-Valley Human Resources Association
Date: January 21, 1997
114. **"EMPLOYMENT PRACTICES LIABILITY INSURANCE: ONE SIZE DOESN'T FIT ALL"**
Article Published in: The HR Bulletin - NCHRC
Date: December, 1996
113. **"CONTINGENT WORKERS: A LEGAL ROADMAP FOR ENGAGING INDEPENDENT CONTRACTORS, TEMPORARY EMPLOYEES AND LEASED EMPLOYEES"**
Speech Presented by: Firm Labor and Employment Department
Date: December, 1996
112. **"EFFECTIVE HIRING FOR 1996"**
Speech Presented to: American Management Assn.
Date: October, 1996
111. **"HIRING AND FIRING"**
Speech Presented to: San Mateo Chamber of Commerce Link 96
Date: September, 1996
110. **"PREVENTING LITIGATION THROUGH EFFECTIVE PERFORMANCE APPRAISALS"**
Speech Presented by: Firm Labor and Employment Department
Date: September, 1996
109. **"IDENTIFYING AND PREVENTING SEXUAL HARASSMENT"**
Speech Presented to: National Association of Insurance Women ("NAIW")
Date: June, 1996
108. **"INTERNAL HARASSMENT COMPLAINTS: A STEP BY STEP GUIDE FOR EMPLOYER RESPONSE"**

Speech Presented by: Firm Labor and Employment Department
Date: May, 1996

**107. "THE DISTINCTION BETWEEN EMPLOYEES AND
INDEPENDENT CONTRACTORS" AND
"INDEPENDENT CONTRACTOR COUNTDOWN"**

Speech Presented to: American Management Assn.
Date: May, 1996

**106. "THE FAMILY AND MEDICAL LEAVE ACT: NOTICE AND
RECORDKEEPING TRAPS"**

Article Published in: Tri-Valley Human Resources Association, Horizons
Date: April, 1996

105. "LEGAL UPDATES FOR 1996"

Speech Presented to: Tri-Valley Human Resources Association
Date: March, 1996

**104. "EFFECTIVE DISCIPLINING & TERMINATING STRATEGIES
FOR 1996"**

Speech Presented by: Firm Labor and Employment Department
Date: March, 1996

103. "HIRING, FIRING & DISCIPLINING"

Speech Presented to: American Subcontractors Assn.
Date: February, 1996

**102. "THE FAMILY AND MEDICAL LEAVE ACT: NOTICE AND
RECORDKEEPING TRAPS"**

Article Published in: Tri-Valley Human Resources Association, Horizons
Date: January, 1996

101. "PREVENTING HARASSMENT IN THE WORKPLACE"

Speech Presented to: Peninsula Bookkeepers Assn.
Date: November, 1995

100. "HIRING, FIRING & DISCIPLINING"

Speech Presented to: CPA/Law Forum

Date: November, 1995

**99. 1995 EMPLOYMENT LAW SYMPOSIUM FOR MANAGEMENT
"CLOSING THE DOOR ON LAWSUITS"**

Speech Presented by: Firm Labor and Employment Department

Date: October, 1995

98. "HIRING AND FIRING"

Speech Presented to: San Mateo Chamber of Commerce

Link 95

Date: September, 1995

97. "EFFECTIVE HIRING FOR 1995"

Speech Presented by: Firm Labor and Employment Department

Date: September, 1995

96. "PREVENTING WORKPLACE VIOLENCE: NUTS & BOLTS"

Speech Presented to: National Human Resources Assn.

Bay Area Affiliate

Date: August, 1995

95. "THE LEGAL SIDE OF ABSENCE ISSUES"

Speech Presented to: Bay Area Human Resources Association

Date: March, 1995

94. "1995 EMPLOYMENT LAW UPDATE"

Speech Presented to: Printed Circuit Board

Human Resources Group

Date: March, 1995

93. "RESPONDING TO INTERNAL HARASSMENT COMPLAINTS"

Speech Presented to: National Electrical Contractors Association

South Bay Chapter

Date: March, 1995

**92. "INTERNAL HARASSMENT COMPLAINTS: A STEP-BY-STEP
GUIDE FOR EMPLOYER RESPONSE"**

Speech Presented by: Firm Labor and Employment Department

Date: February/March 1995

91. "LEGAL UPDATE FOR 1995"

Speech: Tri-Valley Human Resources Association
Date: January, 1995

90. "TEST YOUR ADA KNOWLEDGE"

Article Published in: Tri-Valley Human Resources Association, Horizons
Date: Winter, 1995

89. "SUBPOENAS FOR EMPLOYEE RECORDS"

Article Published in: Tri-Valley Human Resources Association, Horizon
Date: Winter, 1994

**88. 1994 EMPLOYMENT LAW SYMPOSIUM FOR MANAGEMENT
"CLOSING THE DOOR ON LAWSUITS"**

Speech Sponsored by: Bay Area Human Resources Association
Date: October, 1994

87. "PREVENTING HARASSMENT IN THE WORKPLACE"

Speech Presented by: Firm Labor and Employment Department
Date: October, 1994

86. "EMPLOYMENT LAWS YOU NEED TO KNOW"

Speech: CDLA
Date: October, 1994

85. "THE LEGAL SIDE OF ABSENCE ISSUES"

Speech Sponsored by: Griffiths Insurance Agency
Date: October, 1994

**84. "LEAVES OF ABSENCE; INTEGRATING LEAVE LAWS IN
CALIFORNIA; WHAT IS AN EMPLOYER TO DO?"**

Speech Presented by: Firm Labor and Employment Department
Date: October, 1994

83. "DISTINCTION BETWEEN INDEPENDENT CONTRACTORS"

AND EMPLOYEES"

Article Published in: Tri-Valley Human Resources Association, Horizons
Date: Fall, 1994

82. "INDEPENDENT CONTRACTOR OR EMPLOYEE?"

Article Published in: CDLA
Date: September/October 1994

**81. "HIGHLIGHTS OF NEW FAMILY AND MEDICAL LEAVE
AND PREGNANCY DISABILITY PROPOSED REGULATIONS**

Speech Sponsored by: Bay Area Human Resources Association
Date: August, 1994

80. "END OF ABSHIRE RULE"

Article Published in: Tri-Valley Human Resources Association
Date: Summer, 1994

79. "FMLA NOTICE AND RECORDKEEPING TRAPS"

Article Published in: CDLA
Date: July/August 1994

78. "SEXUAL HARASSMENT: ORGANIZATIONAL ISSUES AND RESPONSES"

Speech Presented by: Firm Labor and Employment Department
Date: July 12, 1994

**77. "AVOIDING, INVESTIGATING, RESOLVING, AND LITIGATING SEXUAL
HARASSMENT CLAIMS**

Speech Presented by: Firm Labor and Employment Department
Date: July, 1994

76. "UNDERSTANDING LEAVES OF ABSENCE"

Speech Presented by: Firm Labor and Employment Department
Date: July, 1994

75. "PREVENTING UNLAWFUL HARASSMENT"

Speech Sponsored by: Institute In Organizational Management
Date: July, 1994

74. **"EMPLOYMENT CONTRACTS FOR EVERYONE"**
Article Published in: CDLA
Date: May/June 1994
73. **"OBLIGATIONS REGARDING HARASSMENT AND BIAS"**
Speech Presented by: Firm Labor and Employment Department
Date: May, 1994
72. **"INDIVIDUAL EMPLOYMENT RIGHTS"**
Article Published in: Bureau of National Affairs, Inc.
Labor Relations Reporter
Date: April 26, 1994
71. **"PREVENTING SEXUAL HARASSMENT AND RESULTING CLAIMS"**
Speech Sponsored by: Construction Financial
Management Association (CFMA)
San Francisco Bay Area Chapter
Date: April, 1994
70. **"EMPLOYMENT CONTRACTS FOR EVERYONE"**
Speech Sponsored by: The American Management Association
Date: April, 1994
69. **"EMPLOYEE THEFT OF TRADE SECRETS: PREVENTION AND FIRST AID"**
Speech Sponsored by: The American Management Association
Date: April, 1994
68. **"EMPLOYMENT CONTRACTS FOR EVERYONE - PART 1 of 2"**
Article Published in: Dataline
Date: March/April 1994
67. **"FAMILY AND MEDICAL LEAVE: AN OVERVIEW"**
Article Published in: CFMA Building Contracts
Date: March/April 1994
66. **"EFFECTIVELY PREVENTING SEXUAL HARASSMENT CLAIMS"**
Speech Sponsored by: San Mateo Chamber of Commerce

Date: March, 1994

65. "WORKER'S COMPENSATION V. ADA"

Speech Sponsored by: Printed Circuit Board Human Resources Group

Date: February, 1994

64. "SUBPOENAS FOR EMPLOYEE RECORDS: LOOKS OFFICIAL, BUT"

Article Published in: Tri-Valley Human Resources Association - Horizons

Date: Winter 1994

63. "TEST YOUR ADA KNOWLEDGE"

Article Published in: CDLA

Date: January/February 1994

62. "ADA VERSUS WORKER'S COMPENSATION"

Article Published in: South San Francisco Chamber of
Commerce Business in Brief

Date: January, 1994

61. "BALANCING THE ADA AND WORKERS' COMPENSATION"

Speech Sponsored by: The Bay Area Human Resources Association

Date: January, 1994

60. "SUBPOENAS FOR EMPLOYEE RECORDS: IT LOOKS OFFICIAL BUT ..."

Article published in: The San Mateo Chamber of Commerce Comments

Date: January, 1994

59. "EMPLOYMENT CONTRACTS FOR EVERYONE"

Book published by: Firm Labor and Employment Department

Date: December, 1993

58. "BEWARE OF IRCA'S REQUIREMENTS"

Article published in: Dataline

Date: November/December, 1993

57. "WORKERS' COMPENSATION AND THE ADA"

Speech Sponsored by: Japanese Association of Human

Resources Administrators
Date: November, 1993

56. **"AMERICANS WITH DISABILITIES ACT v. WORKERS' COMPENSATION: EMPLOYERS BEWARE"**
Article published in: Tri-Valley Human Resources Association - Horizons
Date: Fall, 1993
55. **"WORKERS' COMPENSATION v. ADA: WHICH LAW WINS"**
Speech Sponsored by: Griffiths Insurance Agency,
FHP and Great States Insurance Company
Date: October, 1993
54. **"WORKERS' COMPENSATION v. ADA"**
Speech Sponsored by: The Tri-Valley Human Resources Association
Date: October, 1993
53. **"LEAVE LAW IN CALIFORNIA: EMPLOYERS' OBLIGATIONS AND PREROGATIVES, FAMILY CARE LEAVE, PREGNANCY LEAVE, WORKERS' COMPENSATION, DISABILITY AND PERSONAL LEAVE"**
Speech Sponsored by: Firm Labor and Employment Department
Date: October, 1993
52. **"EFFECTIVE HIRING, EMPLOYMENT CONTRACTS, AND NON-COMPETE AND NO SOLICITATION AGREEMENTS"**
Speech Sponsored by: Firm Labor and Employment Department
Dated: October, 1993
51. **"FAMILY MEDICAL LEAVE ACT: AN OVERVIEW"**
Article published in: Dataline
Date: September/October, 1993
50. **"EMERGING TRENDS IN EMPLOYMENT LAW"**
Speech Sponsored by: American Management Association
Date: August, 1993
49. **"INDEPENDENT CONTRACTOR CRACKDOWN"**
Article published in: Dataline
Date: July/August, 1993

48. **"BRIDGING THE GAP: EMPLOYERS' OBLIGATIONS REGARDING SEXUAL HARASSMENT"**
Speech Presented by: Firm Labor and Employment Department
Date: July, 1993
47. **"CALIFORNIA'S DRUG TESTING RESTRICTIONS: AWAITING GUIDANCE FROM THE CALIFORNIA SUPREME COURT"**
Article published in: The State Bar of California's
California Labor and Employment Law Quarterly
Date: Summer, 1993
46. **"INDEPENDENT CONTRACTOR CRACKDOWN"**
Article published in: The San Mateo Chamber of Commerce Comments
Date: June, 1993
45. **"EMPLOYMENT CONTRACTS FOR EVERYONE"**
Speech Sponsored by: Firm Labor and Employment Department
Date: June, 1993
44. **"INDEPENDENT CONTRACTOR: MAJOR ISSUES"**
Article published in: South San Francisco Chamber of Commerce Business in Brief
Date: June, 1993
43. **"PREVENTING SEXUAL HARASSMENT"**
Article published in: Dataline
Date: May/June, 1993
42. **"PREVENTING SEXUAL HARASSMENT COMPLAINTS"**
Speech Sponsored by: The Printed Circuit Board Human Resources Group
Date: May, 1993
41. **"EFFECTIVE AND EFFICIENT PRETRIAL PROCEDURES IN EMPLOYMENT LITIGATION"**
Speech Sponsored by: The Labor and Employment Law Section of the California Bar
Date: May, 1993

40. **"WEIGHT FOUND TO BE DISABILITY UNDER CALIFORNIA LAW; NEW HURDLES FOR EMPLOYERS"**
Article published in: Northern California Human Resources Council Quarterly News Magazine
Date: Spring 1993
39. **"TIME TO CONFRONT THE ADA"**
Article published in: Dataline
Date: March/April, 1993
38. **"EFFECTIVELY PREVENTING SEXUAL HARASSMENT COMPLAINTS"**
Speech Sponsored by: The Bay Area Personnel Association
Date: March, 1993
37. **"NO-DATING POLICIES, THE SHIELD AGAINST SEXUAL HARASSMENT"**
Speech Sponsored by: Firm Labor and Employment Department
Date: March, 1993
36. **"PREVENTING SEXUAL HARASSMENT CLAIMS"**
Speech Sponsored by: The Tri-Valley Human Resources Association
Date: March, 1993
35. **"1993 EMPLOYMENT LAW UPDATE"**
Article published in: The San Mateo Chamber of Commerce Comments
Date: February, 1993
34. **"DOING BUSINESS IN CALIFORNIA: 1993 EMPLOYMENT LAW UPDATE"**
Article published in: South San Francisco Chamber of Commerce Business in Brief
Date: February, 1993
33. **"1993 POLICY UPDATE"**
Article in: Northern California Chapter, The National Electrical Contractors Association
Date: February 8, 1993
32. **"PLANNING FOR HIRING & TERMINATION"**
Speech Sponsored by: Bay Area Personnel Association
Date: February, 1993

31. **"HIRING PRACTICES - DO'S AND DON'TS"**
Speech Sponsored by: The Construction Financial Management Association
Date: February, 1993
30. **"EMPLOYEE LEAVES OF ABSENCES"**
Speech Presented to: The Printed Circuit Board Human Resources Group
Date: February, 1993
29. **"EFFECTIVE HIRING FOR 1993"**
Speech Sponsored by: Synergy Personnel Services and Firm Labor and Employment
Department
Date: February, 1993
28. **"PROTECTION OF TRADE SECRETS: PREVENTION AND FIRST AID"**
Article published in: Dataline
Date: January/February, 1993
27. **"DISABILITY AND DISCRIMINATION DEVELOPMENTS"**
Speech Sponsored by: Associated Builders and Contractors
Date: 1992
26. **"NEW EMPLOYMENT LAW REQUIREMENTS"**
Article published in: The Bottomline
Date: Winter 1992
25. **"ISSUES IN EMPLOYMENT LAW FOR THE 1990'S"**
Speech Sponsored by: The San Mateo County Bar Association's Labor and Employment
Law Section
Date: December, 1992
24. **"TRADE SECRET VIOLATIONS: GIVING INSTRUCTIONS TO FUTURE EMPLOYEES"**
Article published in: Dataline
Date: November/December, 1992
23. **"LEAVES OF ABSENCES - LAWS, RULES AND REGULATIONS"**

Speech Sponsored by: Firm Labor and Employment Department
Date: September, 1992

22. "REDUCTIONS IN FORCE"

Speech Sponsored by: Firm Labor and Employment Department
Date: July, 1992

21. "KEY LEGAL ISSUES AFFECTING EMPLOYMENT DECISIONS"

Speech Sponsored by: The Bay Area Distribution Council
Date: June, 1992

20. "TERMINATING AND DOWNSIZING"

Speech Sponsored by: The San Mateo Chamber of Commerce
Date: May, 1992

19. "HIRING, DISCIPLINING AND TERMINATING IN THE COMPUTER LEASING AND REMARKETING INDUSTRY"

Speech Sponsored by: The Computer Dealers & Lessors Association
Date: May, 1992

18. "INJURED AND DISABLED WORKERS, EMPLOYERS' OBLIGATIONS IN THE 1990'S"

Speech Sponsored by: The San Mateo County Bar Association Labor and Employment
Law Section
Date: April, 1992

17. "INDEPENDENT CONTRACTORS AND EMPLOYEE TERMINATIONS"

Speech Sponsored by: The Peninsula Bookkeepers Association
Date: March, 1992

16. "EFFECTIVELY INVESTIGATING AND RESOLVING SEXUAL HARASSMENT COMPLAINTS"

Speech Sponsored by: The San Mateo Chamber of Commerce
Date: March, 1992

15. "WAGE AND HOUR ISSUES"

Speech Sponsored by: The Peninsula Bookkeepers Association
Date: February, 1992

14. **"FUNDAMENTALS OF HUMAN RESOURCES MANAGEMENT"**
Speech Sponsored by: The American Management Association
Date: February, 1992
13. **"NEW HURDLES FOR EMPLOYEE RELEASES"**
Article published in: The San Francisco Attorney
Date: Winter 1991
12. **"HIRING, DISCIPLINING AND TERMINATING"**
Speech Sponsored by: Firm Labor and Employment Department
Date: December, 1991
11. **"PREVENTING, INVESTIGATING AND RESOLVING SEXUAL HARASSMENT COMPLAINTS WITHOUT LITIGATION"**
Speech Sponsored by: Firm Labor and Employment Department
Date: November, 1991
10. **"ISSUES IN EMPLOYMENT LAW FOR THE 1990'S"**
Speech Sponsored by: The San Mateo County Bar Association Labor and Employment Law Section
Date: November, 1991
9. **"EMPLOYMENT ARBITRATION AGREEMENTS - REVITALIZED"**
Article published in: The California Labor and Employment Law Quarterly
Date: Fall 1991
8. **"WAGE AND HOUR WORKSHOP"**
Speech Sponsored by: Firm Labor and Employment Department
Date: March, 1991
7. **"FUNDAMENTALS OF HUMAN RESOURCES MANAGEMENT"**
Speech Sponsored by: The American Management Association
Date: February, 1991
6. **"EMPLOYEE RAIDING AND THEFT OF TRADE SECRETS: PREVENTION AND FIRST AID"**

Speech Sponsored by: Kroll Associates, Inc. and Firm Labor and Employment
Department
Date: January, 1991

5. **"HOW EMPLOYERS MAY PROTECT PROPRIETARY AND CONFIDENTIAL INFORMATION"**

Speech Sponsored by: The Bay Area Human Resource Executives' Council; September
1990
Date: September, 1990

4. **"EMPLOYEE RAIDING AND THEFT OF TRADE SECRETS: PREVENTION AND FIRST AID"**

Speech Presented by: Firm Labor and Employment Department
Date: June, 1990

3. **"'COOK' MAY HELP REVIVE ARBITRATION"**

Article published in: The Los Angeles Daily Journal
Date: June, 1990

2. **"'COOK' LEADS TO NEW BIAS CLAIM RESOLUTION"**

Article published in: Daily Journal
Date: June, 1990

1. **"FUNDAMENTALS OF HUMAN RESOURCES MANAGEMENT"**

Speech Sponsored by: The American Management Association
Date: February, 1990