

**K**AMER  
**Z**UCKER  
**&**  
**A**BBOTT  
ATTORNEYS AT LAW

**6<sup>th</sup> ANNUAL  
LABOR  
&  
EMPLOYMENT  
SEMINAR**

**K**amer Zucker & Abbott is pleased to announce its 6<sup>th</sup> Annual Labor and Employment Seminar. This year's program will provide important information on a wide variety of topics affecting employers, including some of the most recent legal developments at both the federal and state levels. Specifically, this year's presentation will focus on leave of absence issues, discipline and discharge, wage and hour, and workplace privacy.

In addition, we have brought back this year, by popular demand, our mock trial which has traditionally enjoyed overwhelming positive feedback from our attendees. This year's twist, however, is that we will be presenting a mock arbitration hearing, presided over by Arbitrator Gregory J. Kamer. The cast of characters for the arbitration will feature many of our support staff and attorneys, and it should be a very entertaining and informative presentation.

We anticipate a very successful program this year, and we hope that you can make arrangements to join us.



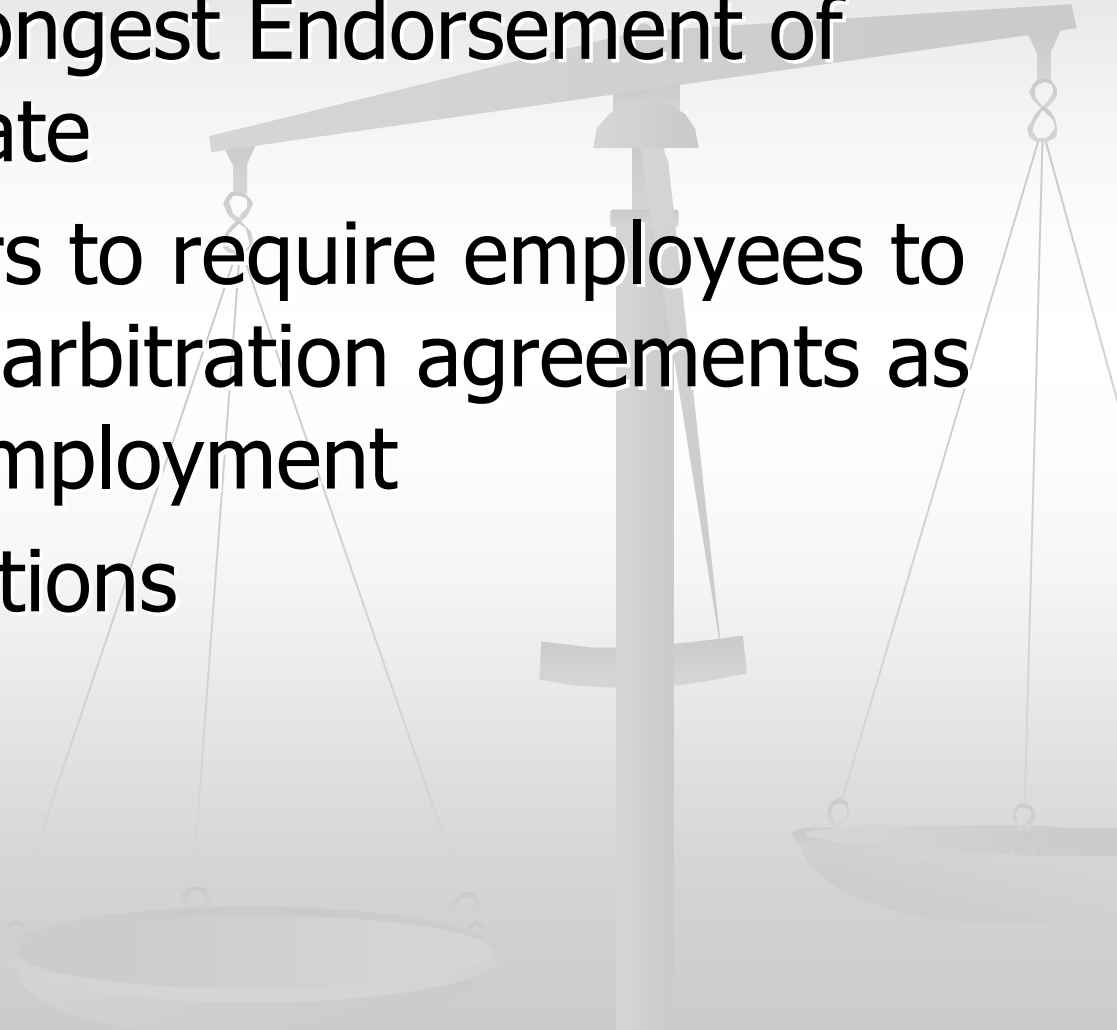
**Friday, October 17, 2003  
Caesars Palace  
8:00 a.m. to 3:30 p.m.**

# New Developments

Gregory J. Kamer

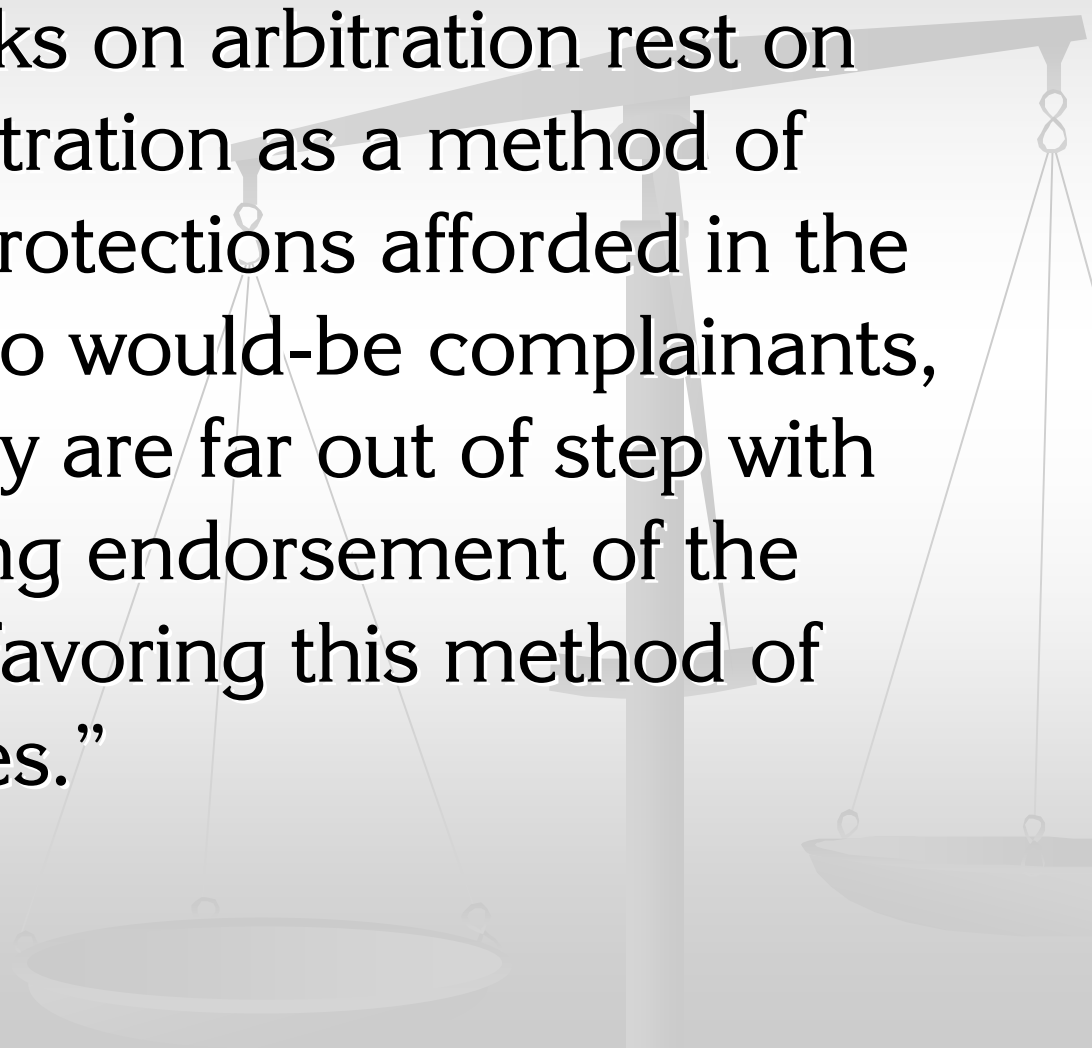


# New Developments: Luce Forward

- 9th Circuit's Strongest Endorsement of Arbitration to Date
  - Allows employers to require employees to sign mandatory arbitration agreements as a condition of employment
  - Title VII Implications
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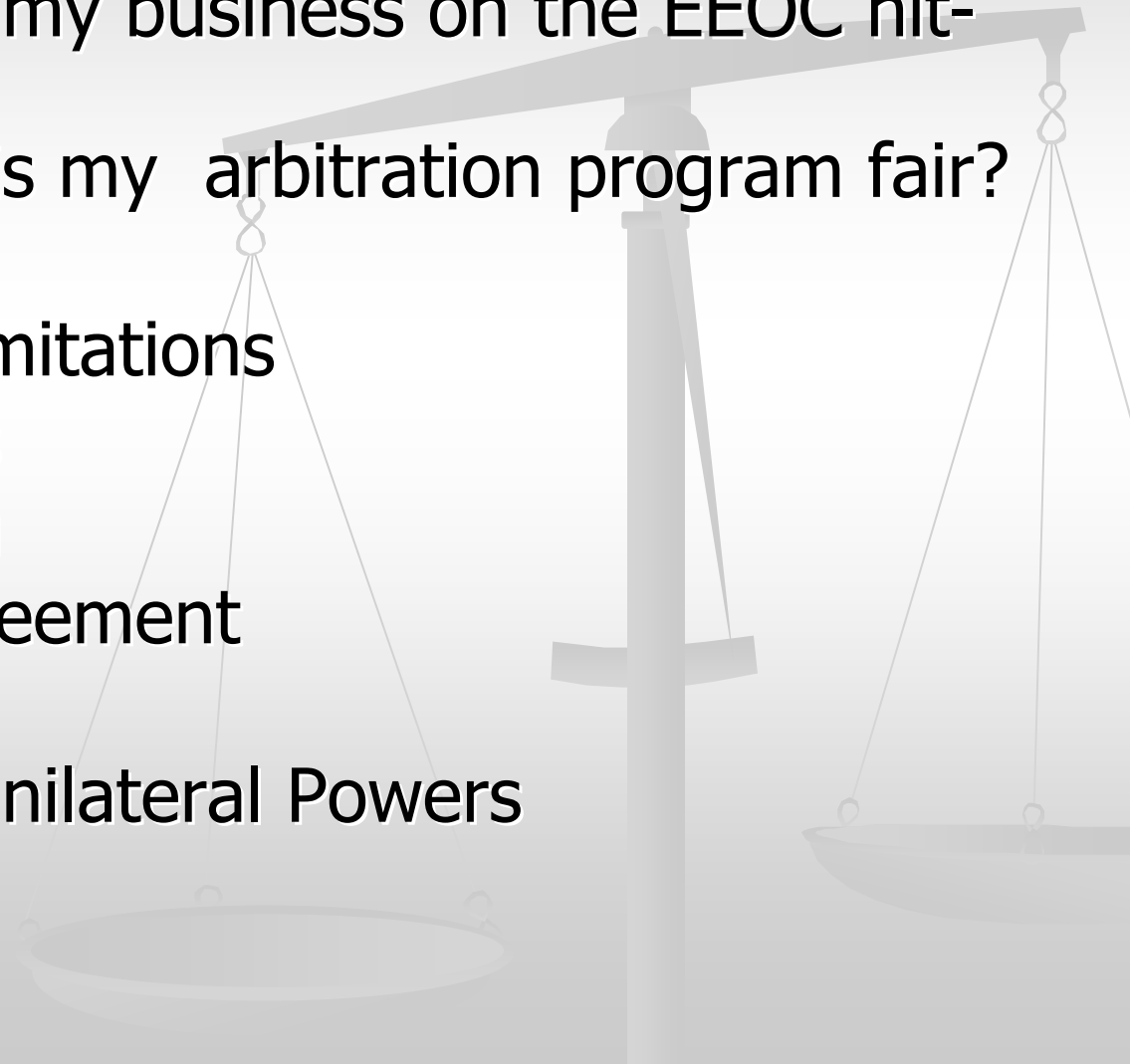
# Luce Forward: Duffield Overruled

“Generalized attacks on arbitration rest on suspicion of arbitration as a method of weakening the protections afforded in the substantive law to would-be complainants, and as such, they are far out of step with our current strong endorsement of the federal statutes favoring this method of resolving disputes.”

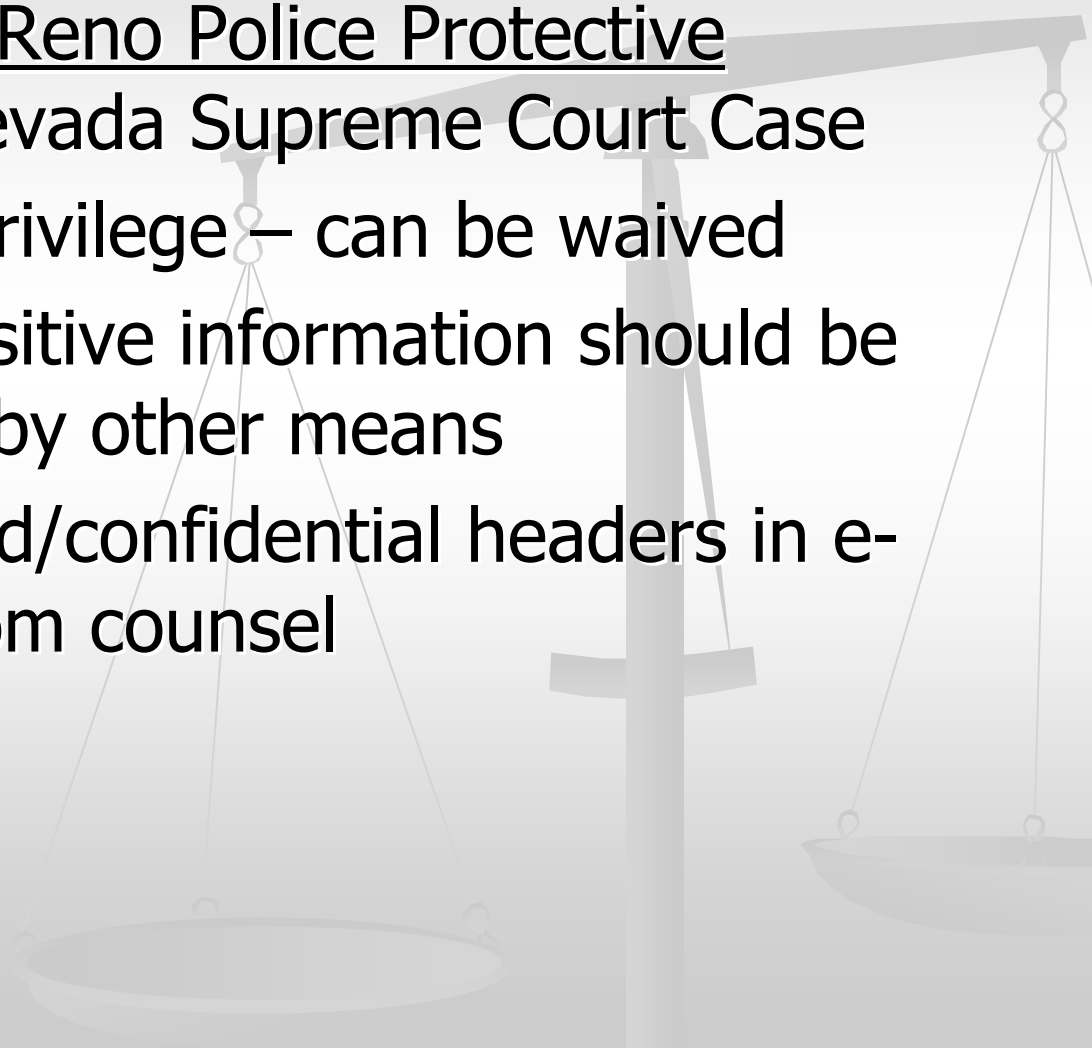


# Luce Forward: Open Questions


- Waffle House: Is my business on the EEOC hit-list?
- Mantor & Ingle: Is my arbitration program fair?
  - Filing Fee
  - Statute of Limitations
  - Class Actions
  - Cost-splitting
  - Scope of Agreement
  - Remedies
  - Employer's Unilateral Powers



# New Developments: Privileged E-mails

- City of Reno v. Reno Police Protective Association—Nevada Supreme Court Case
  - Not a blanket privilege – can be waived
  - Particularly sensitive information should be communicated by other means
  - Use of privileged/confidential headers in e-mails to and from counsel
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# New Developments: EMPLEO (Employment Education Outreach)

- Department of Labor Toll Free Number for Hispanic Immigrant Workers
  - 40% of Cases: Wage Issues
  - 40% of Cases: Discrimination Issues
  - 40% of Callers: Undocumented Workers
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**Enjoy the Seminar!**

