



employment intelligence

PACIFIC NORTHWEST REGIONAL EMPLOYER | Seattle, WA | September 11, 2025

8:00 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:00 a.m.

New Rules, New Risks: 2025 Legal Changes Across the Northwest

The Pacific Northwest is rewriting the HR playbook—and Littler is here to help you stay ahead of the curve. This can't-miss session will deliver a rapid-fire overview of the most impactful employment law changes in Washington, Oregon, and Alaska. Whether you're navigating new leave laws, hiring restrictions, or wage transparency rules, we'll give you the insights and strategies you need to stay compliant.

Here's a taste of what we'll cover:

1. Washington: Big changes to leaves and accommodations, new "Mini-WARN" requirements, and relief from pay transparency penalties
2. Oregon: Groundbreaking payroll transparency rules, wage theft liability, and paid sick leave expansions
3. Alaska: Navigating compliance with the voter-approved statewide paid sick leave mandate

We'll also unpack updates to personnel file access, hiring rules, and more. If you have employees in the Pacific Northwest, this session is your roadmap to compliance in 2025 and beyond.

Join us and get the clarity you need to lead with confidence.

Speakers:

[Randi Ensley](#), [Deidra A. Nguyen](#)

10:00 a.m. – 10:15 a.m.

Break

10:15 a.m. – 11:15 a.m.

IE&D Under Pressure: Navigating Legal Risk While Advancing Inclusion

Inclusion, equity, and diversity (IE&D) programs are facing unprecedented legal and political headwinds. From executive orders and agency directives to high-profile lawsuits and shifting public sentiment, employers are being challenged to defend their values while mitigating risk. How can organizations stay true to their mission without running afoul of evolving legal standards?

This roundtable, led by Littler EEO & Inclusion Practice Group Co-Chair Alyesha Asghar and experienced litigator Lisa Shevlin, will unpack the current legal landscape and offer practical, business-savvy strategies for maintaining inclusive, compliant, and resilient workplaces. Designed for HR leaders, in-house counsel, and C-suite decision-makers, this session will explore:

- How to rework and communicate IE&D initiatives to align with legal mandates and workforce expectations
- The intersection of religious accommodations and IE&D—and how to avoid legal pitfalls
- What to do when your program is challenged: From litigation and agency scrutiny to internal pushback

Join us for a candid, solutions-focused discussion on what's next for IE&D—and how to lead with both courage and compliance.

Speakers:

[Alyesha Asghar](#), [Lisa P. Shevlin](#)

11:15 a.m. – 11:30 a.m.

Break

11:30 a.m. – 12:30 p.m.

The Compliance Clock is Ticking: Wage and Hour Changes You Need to Know

This session will cover recent developments in Pacific Northwest wage and hour law and related topics, including updates on key law changes, such as Washington's Equal Pay and Opportunities Act, and federal and state enforcement trends. We'll also discuss best practices for minimizing risk and ensuring compliance. Attendees will gain practical tools to navigate these evolving requirements.

Speakers:

[Jacqueline E. Houser](#), [Breanne Martell](#), [Brian Rho](#)

12:30 p.m. – 1:30 p.m.

Networking Lunch

1:30 p.m. – 1:45 p.m.

International Employment Law Snapshot: Key Updates and Future Trends

For companies operating across borders, staying ahead of fast-changing labor and employment laws is essential. What is compliant in one country could become a liability in another. In this fast-paced, 15-minute session, we will spotlight key differences in employment laws around the world, using the latest developments in the major markets of China, South Korea, and the UK as examples. You will also get a forward-looking view of emerging trends that could shape your global workforce strategy. Curious about other jurisdictions? With our global reach and deep local knowledge, we are ready to support your workforce—wherever you operate.

Speakers:

[Robert R. Flemer](#), [Daniel Rhim](#), [Xi \(Grace\) Yang](#)

1:45 p.m. – 2:45 p.m.

Managing Return-to-Office and Remote Work Requests

As organizations continue to navigate the evolving workplace, Littler's presentation offers critical insights into the legal and practical challenges of managing return-to-office (RTO) policies and the rise of remote work accommodation requests. To avoid employee discontent and address employee pushback head-on, Littler attorneys will offer their insights to implement an effective and legally compliant RTO. Littler attorneys will also explain how to differentiate between legally required accommodations (e.g., for disabilities) and general employee preferences for remote work—and how to respond appropriately to each.

Speakers:

[Paul E. Cirner](#), [Megan J. Crowhurst](#), [Goldie Davidoff](#)

2:45 p.m. – 3:00 p.m.

Break

3:00 p.m. – 3:15 p.m.

Benefits Compliance in 15: Avoiding Common Pitfalls and Emerging Risks

In this fast-paced spotlight session, we'll cover key compliance risks that often fly under the radar—from benefit continuation during protected and unprotected leaves, to ACA employer mandate surprises for smaller employers. We'll also highlight common plan documentation and operational pitfalls, including 401(k) errors, electronic delivery missteps, and the growing litigation risk around mishandled 401(k) plan forfeitures. Plus, we'll flag costly benefit notification requirements that are frequently missed and can lead to significant employer liability.

Finally, we'll touch on a recent U.S. Supreme Court decision that increases litigation risk for benefit plans hiring any service provider—and what you can do to mitigate it.

Speaker:

[Bri Swift](#)

3:15 p.m. – 4:00 p.m.

Trivia on Tap: Employment Law Edition

Join us for a lively and interactive trivia contest where legal insights meet friendly competition. We'll spotlight key takeaways in employment law to help sharpen your workplace practices—all while keeping the energy high and the drinks flowing.

Whether you're an HR expert, a legal enthusiast, or just love a good quiz, you'll leave smarter, more informed, and maybe even with a prize in hand. So grab a drink, team up, and get ready to learn the fun way!

Speakers:

[Derek Bishop](#), [Laura Davis](#), [Breanne Martell](#)

4:00 p.m.

Cocktail Reception