

*Along with the SCBA Education Committee and Labor & Employment Section, presents:*

# State Laws Regulating Workplace Investigations: When, Who, How and Why?

This presentation discusses situations requiring workplace investigations, the current state of play on investigator licensing, and guidelines qualified individuals (such as our own local attorneys) might follow when conducting appropriate investigations.



**Richard C. Rybicki, Rybicki & Associates | P.C.**

Richard Rybicki advises clients on a broad range of labor and employment law issues. He has represented employers, employer associations, and employee benefit plans in courts and administrative proceedings throughout the United States. Mr. Rybicki also practices under state and federal labor relations laws, representing management in collective bargaining, arbitration, and matters before the National Labor Relations Board, the California Agricultural Relations Board, and the California Public Employment Relations Board. Mr. Rybicki speaks and writes frequently on employment issues. He is a longtime editor for *The Developing Labor Law*, a leading national labor-management publication, and has chaired both the Napa and Sonoma Bar Association Labor & Employment Law sections. He also acts as a mediator for several local courts' alternative dispute resolution panels. Mr. Rybicki studied legal philosophy at U.C.L.A. and Cambridge, receiving his law degree from Cornell University. He is admitted to practice in California and before various federal District Courts, Courts of Appeal, and the United States Supreme Court.

**Date:** Monday, September 24, 2018      **Time:** Check-In: 11:45 am; Presentation: 12:00—1:00 pm

**Place:** SCBA Office, 111 Santa Rosa Ave., Ste. 222, Santa Rosa, CA 95404. Parking for this seminar is ONLY available in the Public Parking Garage at 555 First Street. Do not park in the parking lot at 111 Santa Rosa Avenue.

**Registration Fee:** \$60--SCBA Members; \$75--Public; \$50--SCBA Labor & Employment Section Members  
\$20--Students (Students must provide proof of current enrollment with registration to receive discount)

**MCLE:** 1.0 Unit Participatory Credit in General Law

*Water and light snacks will be provided.*

Please sign me up for ***Workplace Investigations on Monday, September 24, 2018***

Attendee(s): \_\_\_\_\_

Phone: \_\_\_\_\_ ♦ Email: \_\_\_\_\_

Check, Visa, MasterCard, or Discover Accepted ♦ Amount: \$ \_\_\_\_\_ ♦ Payor: \_\_\_\_\_

Card #: \_\_\_\_\_ ♦ Exp: \_\_\_\_\_ ♦ CVV: \_\_\_\_\_ ♦ Zip: \_\_\_\_\_

DIGITAL HANDOUT MATERIAL is available upon request. Email Joan Guillaumin at [Joan@SonomaCountyBarAssociation.org](mailto:Joan@SonomaCountyBarAssociation.org) to request your handout material be sent to you digitally. Deadline for requests is one day prior to the date of the presentation. Handout material will be emailed the morning of the presentation. Printed material will not be provided at the door for those who receive digital copies of their handout.

REGISTER BY: PHONE: call 707-542-1190 x10 (credit card only) • FAX: 707-542-1195 (credit card only) • MAIL: Sonoma County Bar Association, 111 Santa Rosa Ave., Ste. 222, Santa Rosa, CA 95404 (check or credit card) • WEB: go to [www.sonomacountybar.org](http://www.sonomacountybar.org), program links are on the left side of the screen. Online registration closes one day prior to the presentation for programs hosted at the SCBA office and 5 business days prior for programs hosted outside of the SCBA office. Once online registration closes, you may continue to register for this program by phone or fax.

REFUNDS will be given if a SCBA refund request form is received prior to the start of the program. Refund request forms are available on the SCBA website.