



The SPOKANE COUNTY BAR ASSOCIATION

*Presents*

**EMPLOYMENT LAW CLE**

**JANUARY 5, 2021**

**JANUARY 12, 2021**

Virtually via Cisco Webex

**TUESDAY, JANUARY 5, 2021**

- 1:15 PM - 1:30 PM      Check-in
- 1:30 PM - 2:30 PM      ***KAMMI MENCCKE SMITH:** Federal Update on Joint Employer Rule and Independent Contractor Rule*
- 2:30 PM - 3:30 PM      ***RONALD VAN WERT:** Unlawful Discrimination, Harassment, and Political Dialogue in the Workplace*

**TUESDAY, JANUARY 5, 2021**

- 1:15 PM - 1:30 PM      Check-in
- 1:30 PM - 2:30 PM      ***ANGELA HAYES:** Interplay between Pregnancy Disability Leave, FMLA and Washington Paid Family and Medical Leave*
- 2:30 PM - 3:30 PM      ***JENNIFER HANSON:**  
COVID Employer Requirements and Accommodation*
- 3:30 PM - 4:30 PM      ***ANGELA HAYES & JENNIFER HANSON:**  
Telecommuting Considerations*

**SPEAKER BIOGRAPHY**

**ANGELA M. HAYES** is Senior In-house Counsel at Associated Industries. Prior to joining the Association, Ms. Hayes was a principal at Randall & Danskin, P.S., where her practice emphasized medical negligence defense; employment, business, and trust litigation; and guardianship work. She received her law degree, summa cum laude, from Gonzaga University in 1998, where she was a Thomas More Scholar and associate editor of the Gonzaga Law Review. Ms. Hayes graduated from the University of Washington in 1991 with

degrees in English and Communication, and from Washington State University in 1994 with a Bachelor of Science in Nursing.

**JENNIFER HANSON** is legal counsel at Associated Industries and was previously principal at her former law firm where she focused on Employment Law, Municipal Law and General Litigation. She earned her undergraduate degree from Central Washington University and graduated cum laude from Gonzaga University School of Law. Jennifer is licensed to practice law in Washington and Idaho.

### **KAMMI MENCKE SMITH**

Kammi Mencke Smith's practice focuses on education and employment litigation. Within those areas, Kammi advises clients in numerous matters including employment contracts, discrimination, and wage and hour issues, termination, special education issues, school discipline, and constitutional issues. Kammi is also a trained mediator and has served as an arbitrator. Kammi was named a "Rising Star" by Washington Law & Politics for 2010, 2011, 2012 and 2013 and has served Spokane County as a Commissioner Pro Tem in 2014-2015.

### **Areas of Emphasis**

Commercial Litigation  
Education Law  
Employment Law  
Mediation and Arbitration Services  
Construction Defects

### **Education**

Gonzaga University School of Law, J.D., cum laude, 2003  
Washington State University, M.A. in Educational Leadership, 2001  
Washington State University, B.S. in Biochemistry, 1994

### **Admitted to Practice**

Washington State Courts  
Washington Federal Court  
Idaho State Court  
Idaho Federal Court  
U.S. Court of Appeals for the Ninth Circuit  
Mediation

### **Performs mediation services in the following areas:**

Employment, labor and workplace disputes  
Workers' Compensation and L&I disputes  
Educational disputes  
Landlord-tenant disputes  
Commercial, business and contract disputes  
General civil litigation

### **Employment Law**

Represents clients in cases involving employment agreements, employee handbooks, severance agreements, non-competition agreements, wage and hour issues, discrimination, retaliation, wrongful discharge, and other employment disputes. Kammi has litigated numerous employment class actions.

### **Education Law**

Represents clients in educational employment issues, teacher certification issues, special education issues, school discipline, and educational constitution issues. Before joining the firm, Kammi was a high school teacher and coach. Kammi has her master's degree in Educational Leadership with an emphasis in secondary education administration.

### **Background**

A principal in the firm, Kammi joined Winston & Cashatt in 2004. Kammi was a Washington State Bar Association Leadership Institute Fellow in 2008, has been the president of both the Spokane County Young Lawyers Division and Spokane Chapter of Washington Women Lawyers. When not working, Kammi enjoys spending time at home or the lake with her husband and two young boys.

### **Professional Activities and Awards**

Washington State Bar Association

Washington State Association for Justice

Spokane County Bar Association

Young Lawyers Division of the Spokane County Bar; President, 2007-2008

Washington Women Lawyers; President, 2008-2009, 2012-2013

Washington Women Lawyers Annual Event Co-chair 2010

Superlawyer Rising Star 2010, 2011, 2012, 2013, 2014

Spokane Top 100 Lawyers, 2010, 2011, 2012, 2013, 2014

Federal Bar Association Board of Trustees 2013-present

National Association of Women Judges "Friends Committee," 2015

**RONALD A. VAN WERT** is a trial lawyer and managing partner in the Spokane law firm of Etter, McMahon, Lamberson, Van Wert and Oreskovich, P.C. He obtained his B.S. degree from the University of Arizona in 1993 and his J.D. degree from the University of California, Hastings College of the Law in 1997. He is a member of the state and federal bars in Washington, Idaho and Arizona. He is a member of the Federation of Defense & Corporate Counsel, Washington Defense Trial Lawyers, and National Association of Criminal Defense Lawyers. His practice has primary emphases in employment law, medical malpractice and professional licensing defense, and criminal defense. He counsels employer clients on employment related matters, including wage and hour issues, workplace investigations, hiring/discipline/termination, and labor disputes.