



Littler

Powering the Future Workplace

The 2026 Regional Employer Conference

PACIFIC NORTHWEST REGIONAL EMPLOYER | Portland, OR | September 24, 2026

8:00 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:00 a.m.

Recruiting Without Risk: What Employers in Washington and Oregon Need To Know

Washington and Oregon continue to expand hiring regulations, creating new compliance challenges for employers. This session highlights the latest legal updates affecting recruiting, interviews, screening and hiring decisions in both states. Through a *live mock interview*, attendees will identify potential compliance risks in real time. Participants will leave with practical strategies to reduce risk and strengthen hiring practices.

Speakers:

[Paul Cirner](#), [Rachael Curtis](#)

10:00 a.m. – 10:15 a.m.

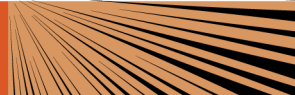
Break

10:15 a.m. – 11:15 a.m.

Welcome to the Wage and Hour Twilight Zone: The Arrival of California's Vultures

Imagine a world where the wage and hour litigation tactics once associated primarily with California begin appearing in Washington and Oregon. Where plaintiffs' attorneys look beyond their traditional battlegrounds in search of new opportunities. Where expanding statutory protections, evolving legal standards, and favorable remedies transform the Pacific Northwest into a top destination for wage and hour litigation.

In this world, longstanding principles of Washington law generate a wave of new lawsuits, novel damages theories are tested in court, and Oregon employers face increasing scrutiny over wage payment and break compliance practices. What once seemed like isolated developments become part of a broad trend as high-volume plaintiffs' firms bring California-style enforcement strategies to the region.



You are about to enter a realm where Washington and Oregon employers face a rapidly changing litigation landscape, and where yesterday's compliance assumptions may no longer be enough. Your next stop: **the Wage and Hour Twilight Zone.**

Speakers:

[Breanne Martell](#), [Angela Rafoth](#)

11:15 a.m. – 11:30 a.m.

Break

11:30 a.m. – 12:30 p.m.

Managing the Modern Workforce: Workers' Compensation, Leave and Accommodation, Neurodiversity and Mental Health in Practice

Employers are increasingly managing situations where leave and accommodations, mental health and neurodiversity intersect. This session will provide practical guidance for handling accommodation and leave requests, navigating return-to-work and performance challenges, avoiding common legal pitfalls and supporting employees while maintaining compliance. Attendees will gain actionable strategies and insights through real-world examples and a cross-functional HR, legal and claims perspective.

Speakers:

[Janene Sohng](#), [Randi Ensley](#), [Jacqueline Houser](#), [Laura Davis](#)

12:30 p.m. – 1:30 p.m.

Networking Lunch

1:30 p.m. – 2:30 p.m.

The Rise of the Pro Se

Within our evolving litigation landscape and due to the use of artificial intelligence (AI), there has been a significant rise in pro se litigants. This change has created new challenges that impact case strategy, litigation costs, staffing decisions and the path to resolution.

Join our presenters for an engaging discussion on emerging trends and practical strategies for managing today's claims involving self-represented parties. The discussion will also cover effective techniques for addressing fabricated or AI-generate case law, maintaining clear and strategic written communications and aggressive litigation tactics.

Speakers:

[Lisa Shevlin](#), [Nina Stroescu](#)

2:30 p.m. – 2:45 p.m.

Spotlight Session: Immigration Enforcement and Compliance in 2026: What Oregon Employers Need To Know

Immigration enforcement continues to evolve rapidly, creating new challenges for employers across the Pacific Northwest, in this 15-minute spotlight session, we will provide practice updates on Oregon's new workplace protections for employees following lawful changes in work authorization status, recent ICE enforcement trends and workplace response, significant Supreme Court decisions



affecting immigration-related employment authorization and critical Form I-9 compliance developments. Attendees will leave with actionable guidance to help navigate increased enforcement activity while maintaining compliance and minimizing risk.

Speakers:

[Colleen Muñoz](#)

2:45 p.m. – 3:00 p.m.

Break

3:00 p.m. – 4:00 p.m.

Labor Law Update: The Year in Review, Contemporary Considerations for Every HR Professional and a Look Ahead

Join us for a timely update on labor developments affecting employers throughout the Pacific Northwest. This presentation will review notable labor law changes and enforcement activity, explore contemporary challenges facing non union workplaces and discuss emerging trends that may shape employer obligations and workforce strategies in the coming year.

Speakers:

[Dan Mueller](#), [Ryan Hammond](#), [Corey Dunn](#)

4:00 p.m.

Cocktail Reception