

# The AIDS Legal Referral Panel

## FREE Fall 2018

### MCLE Training Programs



#### **Legal Developments in LGBTQ Employment Discrimination**

*Sponsored by the State Bar's Labor & Employment Law Section*

- Tuesday, October 23<sup>rd</sup>, 5:30pm - 7:00pm
- Presented by Lindsay Nako, Esq. and David Nahmias – [Impact Fund](#)
- Bar Association of San Francisco, 301 Battery Street, 3<sup>rd</sup> Floor, Board Room, San Francisco, CA 94111
- 1.5 *Elimination of Bias* CLE Credits
- Overview: Laws prohibiting sexual orientation and gender identity discrimination have shifted rapidly in recent years. This training will describe the current state of federal and California law protecting LGBTQ workers and workers with HIV/AIDS, and identify practical considerations when advising LGBTQ, especially transgender, clients in these claims.

#### **The Basics of Planning for Death**

- Tuesday, November 6<sup>th</sup>, 5:30pm - 7:00pm
- Presented by Jim Wood, Esq. – [Law Offices of James M. Wood](#)
- Bar Association of San Francisco, 301 Battery Street, 3<sup>rd</sup> Floor, Board Room, San Francisco, CA 94111
- 1.5 General CLE Credits
- Overview: Learn the often overlooked basics of planning for your death or that of another. Our discussion will include planning and communicating with those in your life. Topics will include: Do I need a will or trust? What are the ways to avoid the courts? How do I write a will? How do I let my health care providers know about my wishes in my final illness? How do I let those in my life know what my last wishes are? What agencies need to be contacted? What's to be done with the deceased person's debts? Funeral proceedings and arrangements? Remains? Grief and loss support resources? Estimated costs?

#### **ERISA Overpayments**

- Wednesday, November 14<sup>th</sup>, 5:30pm - 7:00pm
- Presented by Kirsten G. Scott, Esq. – [Renaker Hasselman Scott LLP](#)
- Bar Association of San Francisco - 301 Battery Street, 3<sup>rd</sup> Floor, Board Room, San Francisco, CA 94111
- 1.5 General CLE Credits
- Overview: This training will address the claims and defenses involved when a plan seeks reimbursement of overpaid benefits. Was there an overpayment? Whose fault was it? What obligations does the Plan have in seeking reimbursement? Does the participant have to repay the benefits? Come to the training to discuss these issues, and more!

## Implicit Bias in Employment

*Sponsored by the State Bar's Labor & Employment Law Section*

- Thursday, November 29<sup>th</sup>, 5:30pm - **7:30pm**
- Presented by Hina Shah, Esq. – [Golden Gate University](#)
- Bar Association of San Francisco, 301 Battery Street, 3<sup>rd</sup> Floor, Board Room, San Francisco, CA 94111
- 1.0 *Ethics* CLE Credits / 1.0 *Elimination of Bias* CLE Credits = **2.0 CLE Credits total**
- Overview: Professor Hina Shah, Director of the Women's Employment Rights Clinic at Golden Gate University School of Law, will present on how implicit and explicit biases based on race, ethnicity, gender and other protected categories, such as those living with HIV/AIDS, show up in the employment arena especially in the legal profession – from hiring and promotion decisions to how it impacts the litigation of discrimination claims. Professor Shah will address our ethical duties and what actions we can take to end and remedy the harms created by these unfair biases.

**Please RSVP**

**[mcle@alrp.org](mailto:mcle@alrp.org) | (415) 701-1200 x303**

All are welcome to attend the MCLE trainings. Following the training, we hope that non-Panel attorneys will sign up and support ALRP's mission. There are many benefits to being a Panel attorney and we only ask that Panel members accept two ALRP referrals a year.

The BASF Board Room (and all alternate meeting rooms) is accessible to people with disabilities. Attendees who might require a reasonable accommodation (including alternative-to-print formats of materials) are invited to contact Hannah Center in advance of the training (contact information below).

ALRP provides free and low-cost legal services to people with HIV/AIDS in the San Francisco Bay Area. For questions about ALRP or our free MCLE trainings, please contact Volunteer Coordinator Hannah Center at [hannah@alrp.org](mailto:hannah@alrp.org) or (415) 701-1200 ext 303.

### Thank You to Our Co-Sponsors:

- Asian American Bar Association
- Bay Area Association of Muslim Lawyers
- Bay Area Lawyers for Individual Freedom (BALIF)
- Bay Area Physicians for Human Rights (BAPHR)
- Bay Area Young Tax Lawyers
- Black Women Lawyers Association of Northern California
- California Bar Labor & Employment Law Section
- Charles Houston Bar Association
- East Bay La Raza Lawyers Association (EBLRLA)
- Filipino Bar Association of Northern California
- Immigrant Legal Resource Center (ILRC)
- Iranian American Bar Association
- Justice and Diversity Center
- Korean American Bar Association of Northern California
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- Queen's Bench Bar Association
- Santa Clara County Black Lawyers Association
- SF La Raza Lawyers Association
- South Asian Bar Association of Northern California
- Transgender Law Center
- Vietnamese American Bar Association of Northern California

*The State Bar of California has certified ALRP, Provider #2485, to provide MCLE credit for all trainings listed.*