

### **Attending CSDA's Annual Conference? AALRR is Presenting!**

Three Atkinson, Andelson, Loya, Ruud & Romo (AALRR) attorneys have been selected to present at the California Special Districts Association's Annual Conference, held in Monterey from September 25-28. Nate Kowalski and Andrew Aller will deliver two presentations while David Boyer will be speaking on a Q&A style legal panel. If you're attending the conference, we hope you'll join one of our presentations.

#### ***Lions, Tigers, and Comfort Animals—As an Employer, What (and How) Are You Required to Accommodate? Tuesday, September 26, 11:15 a.m.-12:15 p.m.***

In this session, attorneys Nate Kowalski and Andrew Aller will detail the rights and responsibilities of employers when an employee's request for an accommodation includes the use of a service or support animal. Topics will include how the Americans With Disabilities Act and the California Fair Employment and Housing Act defines a service animal or a support animal, what is required of employers when a request for an accommodation includes the utilization of a service or support animal, and what the employer can require from the requesting employee including under what conditions an animal may be brought into, or removed from, the workplace.

#### ***Special Districts Jeopardy! Tuesday, September 26, 2:00-3:15 p.m.***

In this fast-paced and informative session, attorney David Boyer will join a panel of attorneys answering questions commonly asked by special districts regarding various ideas of law, including the Brown Act, Public Records Act, Proposition 218, elections, board training requirements, and more. The session will also feature a "lightening round" to allow the audience to ask our experts general legal questions.

#### ***One Toke Over the Line: The Growing Specter of Marijuana in the Workplace Tuesday, September 26, 3:30-4:30 p.m.***

With marijuana more commonplace than ever, it is critical that public employers understand their rights in addressing employee use of the drug. Nate Kowalski and Andrew Aller will discuss the changing legal landscape of marijuana regulation, including topics such as how and when a public employer can conduct drug testing, the scope of acceptable marijuana use in the workplace, and what affirmative steps a public employer can take to address issues of marijuana use with its employees.

### **About the Presenters**



**Nate Kowalski**, a partner at the firm's Cerritos office and chair of its Public Entity Labor and Employment practice group, is an accomplished litigator who represents employers in both the private and public sectors. He has litigated hundreds of complex labor and employment cases in state and federal courts and has achieved remarkable results for his clients in hearings, arbitrations, trials and appeals.



**David Boyer**, of counsel in the firm's Cerritos office, has more than 20 years of success as litigation counsel for government agencies throughout California. Mr. Boyer has litigated civil actions involving water rights and supply, state water contracts, environmental and natural resources, public construction, public agency, eminent domain, and many others.



**Andrew Aller**, an associate at AALRR's Fresno office, represents public and private sector clients in all aspects of labor and employment law, including discrimination and

harassment claims, leaves of absence issues, employee termination/ discipline, workplace privacy, wage and hour requirements, and litigation.