

## SEMINAR

# “1st Look” at the Colorado Bakery Case and Its Implications for Public Accommodations & Workplaces

*Who wins where religious rights clash with anti-discrimination law?*

On June 4, in the *Masterpiece Cakeshop* case, the U.S. Supreme Court ruled in favor of a Colorado baker who cited his religious beliefs in refusing to design a wedding cake for a gay couple. But the decision was based on very narrow grounds, relying on statements made by Colorado Civil Rights Commissioners earlier in the proceedings that the Court characterized as hostile to religion. The free-speech-v.-gay-rights issues extensively briefed by the parties were barely addressed in the decision.

Where does this case leave the law of discrimination in public accommodations, when that law runs up against assertions of religious belief? How do the new standards translate into the closely related area of workplace discrimination? Can religious belief potentially justify all forms of discrimination? Who are the real winners and losers in this case, and how does it affect your practice?

## Agenda

- Overview of Supreme Court Decision
- Balancing Religious Belief v. Anti-Bias Protections
- Where Does Permitted Religious “Speech” in the Workplace Begin and End?
- Effect on “Stray Remarks” Doctrine—a Bonus for Employees?
- “Ask the Experts” Q&A Session

## Faculty

Ellen J. Messing, Esq., *Messing, Rudavsky & Weliky, PC, Boston*, Chair  
Gary D. Buseck, Esq., *GLBTQ Legal Advocates & Defenders (GLAD), Boston*  
Timothy J. Wilton, Esq., *Professor, Suffolk University Law School, Boston*

## Materials

The materials for this program include faculty-prepared submissions that supplement the agenda.

Also, there is no need to take extensive notes. Two weeks after the live seminar, all registrants will receive a link to a written verbatim transcript of this program.

## Dates & Locations

### BOSTON

Tuesday, July 17, 2018  
1:00 pm–3:00 pm

MCLE Conference Center,  
10 Winter Place, via Winter Street  
Program Number: 2180595P01

### LIVE WEBCAST

Tuesday, July 17, 2018  
1:00 pm–3:00 pm

Register at [www.mcle.org](http://www.mcle.org)  
Program Number: 2180595WBC

### RECORDED WEBCAST

Tuesday, July 31, 2018  
9:00 am–11:00 am

Register at [www.mcle.org](http://www.mcle.org)  
Program Number: 2180595RBC

## Tuition *(includes written materials)*

- \$125
- \$112.50 MCLE Sponsor Members
- \$93.75 New Lawyers admitted to law practice after 2015, Pending Admittees, Law Students, and Paralegals

## Can't Attend?

View the webcast—live or later, or download the mp3 recording at [www.mcle.org](http://www.mcle.org)

Listen to the Audio CD  
Available after Tuesday, July 31, 2018

- \$125
- \$112.50 MCLE Sponsor Members
- \$93.75 New Lawyers admitted after 2015

Earn up to 2 CLE credits



## Subscribe to the MCLE OnlinePass®

for instant access to this program and everything else MCLE offers online—Plus 1 FREE in-person program at MCLE. Learn more at [www.mcle.org](http://www.mcle.org)

# Choose from 5 easy ways to register and order!

Reference # 18-020

- ▶ **ONLINE** enter your credit card order at [www.mcle.org](http://www.mcle.org).
- ▶ **MAIL** this order form with payment to MCLE, Inc.,  
Ten Winter Place, Boston, MA 02108-4751.
- ▶ **FAX** your credit card order 24 hours a day to 617-482-9498.
- ▶ **CALL IN** your credit card order to 800-966-6253,  
Monday - Friday, 8:30 a.m. - 5:30 p.m.
- ▶ **WALK UP** on the day of the program or **DROP IN** to  
MCLE's bookstore, Monday - Friday, 8:30 a.m. - 5:30 p.m.

## 1 CUSTOMER INFORMATION

Year Admitted to MA Bar \_\_\_\_\_ Title (if any) \_\_\_\_\_ BBO# \_\_\_\_\_  
 Last Name \_\_\_\_\_ First Name \_\_\_\_\_ Middle Initial \_\_\_\_\_  
 Firm/Agency \_\_\_\_\_  
 Street Address \_\_\_\_\_ Suite/Floor \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ ZIP+4 \_\_\_\_\_  
 Telephone \_\_\_\_\_ Fax \_\_\_\_\_

**Order confirmation?** Enter your email address: \_\_\_\_\_

**Not an MCLE Sponsor Member?** Become one today and receive  
**10% off** programs, webcasts, books, mp3 downloads and more! .....(see fee chart on next page)

**MCLE SPONSOR MEMBER DUES** \$

## 2 PROGRAM REGISTRATION includes written materials

Product No.	Title	Automatic Book Update	Cost
_____	_____	Opt-out <input type="checkbox"/>	\$ _____
_____	_____	Opt-out <input type="checkbox"/>	\$ _____
_____	_____	Opt-out <input type="checkbox"/>	\$ _____
_____	_____	Opt-out <input type="checkbox"/>	\$ _____
_____	_____	Opt-out <input type="checkbox"/>	\$ _____

**PROGRAMS SUBTOTAL ...** \$

## 3 PROGRAM MATERIALS & AUDIO CDs

Product No.	Title	Automatic Book Update	Cost
_____	_____	Opt-out <input type="checkbox"/>	\$ _____
_____	_____	Opt-out <input type="checkbox"/>	\$ _____
_____	_____	Opt-out <input type="checkbox"/>	\$ _____
_____	_____	Opt-out <input type="checkbox"/>	\$ _____
_____	_____	Opt-out <input type="checkbox"/>	\$ _____

**Shipping & handling** \$ 8.50

**PROGRAM MATERIALS & AUDIO CDs SUBTOTAL ...** \$

## 4 PAYMENT METHOD

**GRAND TOTAL ...** \$

- Check payable to MCLE enclosed

Card number \_\_\_\_\_ Expiration date \_\_\_\_\_

Cardholder's name \_\_\_\_\_ Cardholder's signature \_\_\_\_\_

# Policies and Information

## Register early!

For course agendas, hours, fees, and discounts, please refer to the respective seminar pages. The fee includes all written materials unless otherwise noted, program instruction, and refreshment breaks. Lunch may be enjoyed on your own.

To reserve seating and written materials, please register in advance of the program.

Upon registration, MCLE will e-mail a confirmation. Please check in with the registrar on the day of the program.

Walk-in registrants are welcome, with the exception of limited enrollment programs. Please call us to confirm space availability and schedule.

We accept cash, checks, MasterCard, Visa, American Express, and Discover.

## Need special assistance?

If you are a person with a disability or special needs, please let us know in advance so that we can make your visit as convenient and comfortable as possible. Call Customer Service at 800-966-6253 to make arrangements.

For your convenience, MCLE also offers closed captioning  and written transcripts of all recorded webcast programs, available to you online two weeks after the program date.

## Mandatory CLE credits

Record of attendance is kept and transmitted upon request to any jurisdiction having mandatory continuing education. MCLE is an accredited sponsor of continuing legal education for Rhode Island and our programs are regularly approved by Maine, New Hampshire, Pennsylvania, New York, Vermont, and other jurisdictions.

And, now, depending on the jurisdiction, lawyers can satisfy their mandatory CLE requirements online with MCLE's live webcasts, which include periodic attendance prompts and the opportunity to forward written questions to the faculty during the program, fill out an evaluation form and receive a certificate of attendance.

## If your plans change

If you're unable to attend a program you've registered for, you will receive an email notification shortly after about how to access the program on demand via webcast and/or downloadable mp3 file, including the written materials in electronic form, in full satisfaction of the tuition paid. If you prefer a refund, let us know by the end of the business day prior to the program and we'll refund your tuition after deducting a \$25 processing fee. Note that limited enrollment programs are an exception, cancellation of which require two weeks notice and are subject to a \$45 processing fee.

## Attorney scholarships

Attorneys with financial need who certify that they are unable to attend a program without financial aid may request a partial tuition scholarship in confidence by writing or emailing [scholarships@mcle.org](mailto:scholarships@mcle.org) at least two weeks in advance of the program.

## Discounts for new lawyers—new lawyers always pay the lowest price

For the first three years of practice, MCLE offers new lawyers a 25% discount on all of its products, including programs (whether attending in person or via live or recorded webcast), books, course materials, audio CDs and mp3 recordings. If you were admitted to the bar after 2015, you can take advantage of the new lawyer prices listed throughout the catalog.

Pending admittees, law students and paralegals are eligible for a 25% discount on most MCLE programs.

# Save all year long— become an MCLE Sponsor Member!

Become a Sponsor Member and receive:

- **10% discount** on all programs, books, program materials, audio CDs, and mp3 recordings;
- Significant savings on a **subscription to MCLE's OnlinePass®**;
- Weekly **e-mail updates** and **advance notice** of sales and new product releases;
- The **highest level of service** offered by your own Sponsor Account Specialist;
- **Public recognition** on our website and in our catalogs and program materials.

MCLE Sponsorship runs for 12 months beginning September 1. The fee for firm, corporate law department, or agency membership is calculated based on the number of Massachusetts admittees within the organization. Benefits of membership extend to all lawyers and non-lawyer professionals associated with the organization.

- Solo Practitioners . . . . . \$95
- Firms by number of Massachusetts attorneys:
  - 2-5 . . . . . \$ 150
  - 6-10 . . . . . 250
  - 11-25 . . . . . 500
  - 26-75 . . . . . 1,000
  - 76-150 . . . . . \$ 2,500
  - 151-250 . . . . . 3,500
  - 251+ . . . . . 4,500