

SEMINAR

Inner Workings of the MCAD

Hear directly from MCAD personnel and private practitioners

First established in 1946 as the Fair Employment Practices Commission with a staff of two and three volunteer commissioners, the Massachusetts Commission Against Discrimination (MCAD) now occupies a central role in investigating and prosecuting claims of employment discrimination involving Massachusetts employees and employers. All claimants wishing to vindicate their rights under Massachusetts anti-employment-discrimination statutes must first file their cases with the MCAD.

Attend this program for a unique opportunity to meet and hear from the MCAD's new Senior Hearing Officer, an MCAD Attorney Advisor, an MCAD Compliance Officer, and experienced practitioners who regularly handle cases before the Commission. Hear them explain the intake and investigation process—including position statements and rebuttals, opportunities for alternative dispute resolution, the discovery and public hearing process, the impact of the Commission's revised procedural regulations, practice in the time of COVID-19, and other changes at the Commission. For practitioners new to the MCAD, this program provides a valuable explanation of the inner workings of the Commission at every stage of its investigation and enforcement process. For experienced practitioners, the program offers an opportunity to hear directly from key Commission officials and improve your efficacy in advocating for your clients, whether employees or employers. Bring your questions!

Agenda

- **Intake and Investigation Process**
Filing claims at the MCAD; Effective position statements and rebuttals; Investigative Conference; Pre-determination discovery; Causal determinations
- **Alternative Dispute Resolution**
Opportunities for early mediation; Pre-cause mediation; Conciliation process
- **Post-Cause Proceedings**
Post-certification discovery; Discovery disputes
- **Public Hearing Process**
Certification and pre-hearing conferences; Conduct of the public hearing; Remedies; Proposed findings; Full Commission review
- **"Ask the MCAD" Q&A Session**

Faculty

James S. Weliky, Esq., *Messing, Rudavsky & Weliky, PC, Newton*, Chair

Jason B. Barshak, Esq., *Senior Hearing Officer, Massachusetts Commission Against Discrimination, Commonwealth of Massachusetts*

Andrea C. Kramer, Esq., *Kramer Law LLC, Boston*

Nicole L. Leger, Esq., *Attorney Advisor, Massachusetts Commission Against Discrimination, Commonwealth of Massachusetts*

Lila Roberts, Esq., *Acting Supervisor, Attorney Advisors Unit, Massachusetts Commission Against Discrimination, Commonwealth of Massachusetts*



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Dates & Location

Register at www.mcle.org

LIVE WEBCAST

Tuesday, April 5, 2022

2:00 pm–5:00 pm

Program Number: 2220109WBC

REBROADCAST

Wednesday, April 20, 2022

9:00 am–12:00 noon

Program Number: 2220109RBC

REBROADCAST

Thursday, April 28, 2022

2:00 pm–5:00 pm

Program Number: 2220109RB1

ON DEMAND WEBCAST

View after Thursday, April 28, 2022

Program Number: 2220109WBA

Tuition *(includes written materials)*

- \$245
- \$220.50 MCLE Sponsor Members
- \$183.75 New Lawyers admitted to law practice after 2019, Pending Admittees, Law Students, and Paralegals

To apply for a need-based scholarship, email scholarships@mcle.org.

Materials

The materials for this program include MCLE's practice handbook, *Representing Clients Before the MCAD in Employment Cases*, which, along with any other materials, can be downloaded via the link emailed to you upon registration.

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

CLE Credits

Earn up to 3 CLE credits

About MCLE

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Policies and Information

Register early!

For course agendas, hours, fees, and discounts, please refer to the respective seminar pages. The fee includes program instruction and all electronic written materials unless otherwise noted.

To gain early access to online materials, please register in advance of the program.


Upon registration, MCLE will e-mail a confirmation.

Day-of-the-program registrations are welcome, with the exception of limited enrollment programs, or as otherwise noted.

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 experience as convenient and comfortable as possible. Call Customer Service at 800-966-6253 to make arrangements.

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Mandatory CLE credits

Individual attorneys are responsible for checking with their particular state CLE accreditation authority about whether and how much credit will be granted. Although MCLE does not pursue state-based credit, MCLE programs are regularly approved in many jurisdictions. It is the responsibility of the individual attorney to submit the information and certifications required under the respective state rule to the appropriate authorities in the jurisdictions in which they seek credit.

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If your plans change

If you're unable to participate in a program on the date for which you registered, you will receive an email 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 \$35 processing fee. Note that limited enrollment programs are an exception, cancellation of which require two weeks notice and are subject to a \$55 processing fee.

New lawyer discounts— always the lowest price

For the first three years of practice, MCLE offers new lawyers a 25% discount on all of its products, including programs, books, audio CDs and mp3 recordings. If you were admitted to the bar after 2018, take advantage of the new lawyer prices listed throughout the catalog.

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

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 **at least two weeks in advance of the program.**

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 ■ 76-150 ... \$ 2,500
 - 6-10 250 ■ 151-250 .. 3,500
 - 11-25 ... 500 ■ 251+ 4,500
 - 26-75 ... 1,000

Order Form Winter 2022

REFERENCE # 22-020

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- ▶ **WALK UP** on the day of the program or **DROP IN** to MCLE's bookstore, Monday – Friday, 8:30 am–5:00 pm

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GRAND TOTAL

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