

Selected Professional Seminars and Presentations
Richard Rybicki (Rybicki & Associates, P.C.)

Professional Seminars and Presentations

Navigating Small-Firm Employees and Contractors (MCLE)

Richard C. Rybicki, *California Lawyers Association, Solo and Small Firm Section*, 2026

Human Resource Law Boot Camp (FLSA – Wage/Hour Law)

Richard C. Rybicki, *NBI - National Business Institute*, 2026

Being in the World - Legal Occupations

Richard C. Rybicki, *University of California, Los Angeles*, 2026

Lake County Employment Law Summit

Richard C. Rybicki, *Lake County Chamber of Commerce*, 2026

Annual Labor Law Seminar

Richard C. Rybicki, *Napa Chamber of Commerce*, 2026

PAGA (Labor Code Private Attorneys General Act) Early Procedures (MCLE)

Richard C. Rybicki, *Sonoma County Bar Association*, 2025

CalCPA Wine Industry Conference (Labor & Employment Law Update)

Richard C. Rybicki, *CalCPA Education Foundation*, 2025

MidCounty Labor Law Summit

Richard C. Rybicki, *Lake County Chamber of Commerce*, 2025

Annual Labor Law Seminar

Richard C. Rybicki, *Napa Chamber of Commerce*, 2025

New Employment Law Developments Affecting Lawyers (and their clients, too) (MCLE)

Richard C. Rybicki, *Napa County Bar Association*, 2024

Wage Issues in Private Education

Richard C. Rybicki, *DLSI Member Entity*, 2024

Labor & Employment Law Update (MCLE)

Richard C. Rybicki (and panelists), *Sonoma County Bar Association*, 2024

Legal Issues for Growing Businesses (Labor & Employment Law)

Richard C. Rybicki (and panelists), *NorCal SBDC Finance Center*, 2024

Lake County Labor Law Summit

Richard C. Rybicki, *Lake County Chamber of Commerce*, 2024

Important Developments for Businesses (Labor & Employment Law)

Richard C. Rybicki, *Napa Chamber of Commerce*, 2024

Annual Labor Law Seminar
Richard C. Rybicki, *Napa Chamber of Commerce*, 2024

Mid-Year Employment Law Update
Richard C. Rybicki, *Napa Chamber of Commerce*, 2023

Legal Issues for Small Businesses (Labor & Employment Law)
Richard C. Rybicki (and panelists), *Northern California Small Business Development Center*, 2023

Growth with Profits Series: Legal and Employment Insights
Richard C. Rybicki (and panelists), *Northern California Small Business Development Center*, 2023

Current Employment-Law Issues for Lawyers (MCLE)
Richard C. Rybicki, *Napa County Bar Association*, 2023

Crafting Handbooks and Employer Policies for Non-Union Workplaces Under the New NLRB Standards
Richard C. Rybicki, *Professional (Personnel) Association of Sonoma County (PASCO)*, 2023

Annual Labor Law Seminar
Richard C. Rybicki, *Napa Chamber of Commerce*, 2023

Recent Developments in Labor & Employment Law for 2023 (MCLE)
Richard C. Rybicki (and panelists), *Sonoma County Bar Association*, 2022

Navigating Part-Time Employment (MCLE)
Richard C. Rybicki, *Napa County Bar Association*, 2022

Annual Labor Law Seminar
Richard C. Rybicki, *Napa Chamber of Commerce*, 2022

Legislative Update in Labor and Employment Law for 2021 (MCLE)
Richard C. Rybicki, *Sonoma County Bar Association*, 2021

Nuts and Bolts Employment Law Series: Who's In, Who's Out: Employment Relationships (MCLE)
Richard C. Rybicki, *Sonoma County Bar Association*, 2021

Annual Labor Law Seminar
Richard C. Rybicki, *Napa Chamber of Commerce*, 2021

New California Employment Laws Following the Pandemic (MCLE)
Richard C. Rybicki, *Sonoma County Bar Association*, 2020

Impact of COVID-19 on the Wine Industry
Richard C. Rybicki, *CalCPA Education Foundation*, 2020

HR Compliance Auditing from Start to Finish (MCLE)
Richard C. Rybicki, *National Business Institute* (COVID-19 delayed)

Ethical Issues Arising in Attorney-Client Relationships (MCLE)
Richard C. Rybicki, *Sonoma County Bar Association*, 2020

Understanding Paycheck Protection Plan Issues
Richard C. Rybicki and various, *American Canyon Chamber of Commerce*, 2020

Annual Employment Law Update (Pre-COVID)
Richard C. Rybicki, *Napa Chamber of Commerce*, 2020

Employment Law Update (HR Professionals)
Richard C. Rybicki, *Society for Human Resources Management (SHRM) Northern California*, 2020

Can They Do That? Understanding the rules around union access, organizing, and communication in the workplace. Richard C. Rybicki and Patrick B. Sutton,
California Public Employers Labor Relations Association, 2019

Issues Faced by Wine Industry Employers
Richard C. Rybicki, *CalCPA Education Foundation*, 2019

Employment Regulations Faced by Supervisors and Management
Richard C. Rybicki, *Napa Valley College Business and Entrepreneurship Program*, 2019

Franchisee Employment Issues
Richard C. Rybicki, *Various Northern California Franchisee Organizations*, 2019

Pay, Policy, and Practices: Avoiding some of *today's* common mistakes
Richard C. Rybicki, *Napa Chamber of Commerce; Personnel Association of Sonoma County*, 2019

Employment Verification and SSA No-Match Letters: Fact and Fiction
Richard C. Rybicki, *Napa Chamber of Commerce*, 2019

Annual Employment Law Update
Richard C. Rybicki, *Chamber - RAPC Presentation*, 2019

Workplace Harassment: New Rules in California
Richard C. Rybicki, *Napa Chamber of Commerce*, 2018

Simple But Tough: Breaks, Pay and Status Issue
Richard C. Rybicki, *RAPC Client Seminar*, 2018

[Expanded] Laws Regulating Workplace Investigations (MCLE)
Richard C. Rybicki, *Sonoma County Bar Association*, 2018

Mid-Year Update (California)
Richard C. Rybicki, *Napa Chamber of Commerce*, 2018

When, Who, How and Why: Laws Regulating Workplace Investigations (MCLE)
Richard C. Rybicki, *Napa Bar Association*, 2018

Employee Handbooks and Policy Manuals (MCLE)
Richard C. Rybicki, *ProLaw CLE (MCLE Video)*, 2018

Leaves of Absence - Hot Topics in 2018
Richard C. Rybicki, *Woodruff Sawyer & Co. Seminar*, 2018

Employment Law Update (California)
Richard C. Rybicki, *Napa Chamber of Commerce*, 2018

California's Equal Pay Laws: Tips and Traps
Richard C. Rybicki, *Napa Chamber of Commerce*, 2017

Showing Up at the Door: Investigative Access to Employer Property (MCLE)
Richard C. Rybicki and Amanda I. Bevins, *Sonoma County Bar Association*, 2017

Hot Employment Law Topics for 2017
Richard C. Rybicki, *Solano Napa Employer Advisory Council*, 2017

Which Wage Order? Wages in Agriculture
Richard C. Rybicki, *Napa County Farm Bureau*, 2017

When Workers Can't Work: Leaves of Absence as Reasonable Accommodations
Richard C. Rybicki, *Personnel Association of Sonoma County*, 2017

Farm Bureau Labor Law Update
Richard C. Rybicki, *Napa County Farm Bureau*, 2017

Answers to *Real World* Wage and Hour Questions
Richard C. Rybicki, *Sonoma County Employer Advisory Council (CEAC)*, 2017

Employment Law Update (California)
Richard C. Rybicki, *Napa Chamber of Commerce*, 2017

You Can't Make Me: Is it insubordination or protected conduct?
Richard C. Rybicki and Patrick B. Sutton
California Public Employers Labor Relations Association, 2016

Federal Wage Issues in Private Education
Richard C. Rybicki, *De La Salle Institute*, 2016

A Dozen Changes
Richard C. Rybicki, *Napa Chamber of Commerce*, 2016

Mid-Year Employment Law Update
Richard C. Rybicki, *Sonoma Valley Chamber of Commerce*, 2016

Investigating Workplace Issues
Richard C. Rybicki, *Napa Chamber of Commerce, Personnel Association of Sonoma County*, 2016

Grower and Farm Labor Law Update
Richard C. Rybicki, *Napa County Farm Bureau*, 2016

Employment Law Update (California)
Richard C. Rybicki, *Napa Chamber of Commerce*, 2016

Winery and Vineyard Employment Law
Richard C. Rybicki, *California Society of CPAs*, 2015

AMENDED Employer Guidance: Mandatory Paid Sick Leave
Richard C. Rybicki, *PASCO, Sonoma WIB, Napa-Lake Workforce Investment Board, Sonoma County EDB*, 2015

Employer Guidance: Mandatory Paid Sick Leave
Richard C. Rybicki, *Napa-Lake Workforce Investment Board, Napa-St. Helena-Calistoga Chambers of Commerce*, 2015

California's Mandatory Sick Leave Law
Richard C. Rybicki, *American Canyon Chamber of Commerce*, 2015

Emerging Employment-Law Developments
Richard C. Rybicki, *Women for WineSense*, 2015

Pitfalls for the Unwary Employer!
Richard C. Rybicki, *Sonoma Chamber of Commerce*, 2015

California's Paid Sick Leave Law (MCLE)
Richard C. Rybicki, *Napa Bar Association*, 2015

(Agriculture Oriented) 2015 Update
Richard C. Rybicki, *Napa County Farm Bureau*, 2015

(Non-Profit Oriented) Labor & Employment Update
Richard C. Rybicki, *Napa Valley Coalition of Non-Profit Agencies*, 2015

Addressing Employee and Union Activity
Richard C. Rybicki, *RAPC Training Material*, 2015

Employment Law Update (California)
Richard C. Rybicki, *Napa Chamber of Commerce & The Personnel Perspective*, 2015

Employer Liability for Employee Conduct
Richard C. Rybicki, *Napa County Women Lawyers*, 2014

Violence in the Workplace: Preparing for a Volatile Situation
Richard C. Rybicki, *31st PASCO Employment & Human Resources Conf.*, 2014

Developing Employment Policies Today (MCLE)
Richard C. Rybicki, *Napa Bar Association*, 2014

Mid-Year Update and Minimum Wage Issues
Richard C. Rybicki, *Labor Law Roundtable*, 2014

Employer Policies and Practices - What's Important Now?
Richard C. Rybicki, *Napa Chamber of Commerce*, 2014

Non-Profits as Employers
Richard C. Rybicki, *Napa Valley Coalition of Nonprofit Agencies*, 2014

Restaurant Management - Employment Issues
Richard C. Rybicki, *SRJC Culinary Arts Program*, 2014

Annual Employment Law Update
Richard C. Rybicki & Sandra G. Wickland, *Napa Chamber of Commerce*, 2014

Employee Dress, Conduct, and Expression
Richard C. Rybicki, *PASCO Employment & Human Resources Conf.*, 2013

The Affordable Care Act for All Employers
Richard C. Rybicki, *Labor Law Roundtable*, 2013

Common Mistakes When Calculating Wages
Richard C. Rybicki, *Napa Chamber Labor Law Seminar*, 2013

Bringing Technology to Work: Dealing with Employees' Own Devices
Richard C. Rybicki, *Personnel Association of Sonoma County*, 2013

California Pregnancy Leave and Accommodation Regulations (MCLE)
Richard C. Rybicki, *NCBA Labor & Employment Law Section*, 2013

Employment Law in the Hospitality Industry
Richard C. Rybicki, *Wine Country Hospitality Symposium*, 2013

Elimination of Bias in the Legal Profession (MCLE)
Richard C. Rybicki, *Sonoma County Women Lawyers*, 2013

Legal Issues in Restaurant Operations
Richard C. Rybicki, *SRJC Culinary Arts Program*, 2013

Employment Law Update
Richard C. Rybicki, *Napa Chamber of Commerce (and firm update)*, 2013

Interacting with Union Representatives
Patrick B. Sutton & Richard C. Rybicki,
California Public Employers Labor Relations Ass'n Annual Conference, 2012

Dramatic Changes at the DLSE and Labor Commissioner
Richard C. Rybicki, *Napa Chamber Labor Law Roundtable*, 2012

Brinker is Here: Now What? Continuing Meal and Rest Period Saga
Richard C. Rybicki, *Napa Chamber and Firm Update*, 2012

Things to Know! Employment Law Basics
Richard C. Rybicki, *Napa County Superior Court (Community Outreach)*, 2012

Employment Law Update
Richard C. Rybicki, *Napa Chamber of Commerce (and firm update)*, 2012

New-Hire Forms Required for 2012
Richard C. Rybicki (*firm update*), 2012

Ten Things That Can Get You in Trouble: Chambers as Non-Profit Employers
Richard C. Rybicki, *Western Association of Chamber Executives*, 2011

When Can You Require Drug and Alcohol Tests?
Richard C. Rybicki, *Personnel Association of Sonoma County*, 2011

Keep the Sword AND the Shield: Helping Clients Control Resources
Richard C. Rybicki, *Napa County Women Lawyers*, 2011

When Can You Require Drug and Alcohol Tests?
Richard C. Rybicki, *Personnel Association of Sonoma County Lawyers*, 2011

Using Employment Policies to Protect All Your Resources
Richard C. Rybicki, *Napa Chamber Labor Law Roundtable*, 2011

Administering the Family Medical Leave Act Under Current Regulations
Richard C. Rybicki, *Lorman Educational Services*, 2011

Right Under Your Nose: Penalties in Almost Every Workplace
Richard C. Rybicki, *Napa Chamber Labor Law Roundtable*, 2011

Employment Law Update (California)
Richard C. Rybicki, *Napa Chamber of Commerce*, 2011

No Vacation from State Law: California Paid Vacation Rules
Richard C. Rybicki, *Napa Chamber Labor Law Roundtable*, 2011

A WineSensible Update

Richard C. Rybicki, *Women for WineSense*, 2011

Employment Law Pitfalls for the Unwary Employer!

Richard C. Rybicki, *Sonoma State University Executive MBA Program*, 2010

Employment Law in the Hospitality Industry

Richard C. Rybicki, *Napa Valley College Hospitality Institute*, 2010

Gratuities and Tip Pooling - Long History, An Uncertain Future

Richard C. Rybicki, *Sonoma County Bar Association*, 2010

More Leaves of Absence? Developments in Reasonable Accommodation and Caregiver Obligations

Richard C. Rybicki, *PASCO HR Workshop*, 2010

Employment Law Update: Developments and Best Practices

Richard C. Rybicki, *North Coast Human Resources Association*, 2010

Between a Rock and a Hard Place: Workplace Investigations

Richard C. Rybicki, *Napa Chamber of Commerce, PASCO*, 2010

Three Important Issues (Arbitration, Privacy, Immigration)

Richard C. Rybicki, *Professional (Personnel) Association of Sonoma County (PASCO)*, 2010

Where the Statute Ends ... Leave Issues Under the ADA & FEHA

Patrick B. Sutton and Richard C. Rybicki, *PASCO Annual Employment Law/Human Resources Conference*, 2010

(Talk with Attorneys) Employment Law Update

Richard C. Rybicki, *Sierra Human Resources Association, Truckee Donner Chamber of Commerce*, 2010

The New Pitfalls

Richard C. Rybicki, *Professional (Personnel) Association of Sonoma County (PASCO)*, 2010

Employment Law Update (California)

Richard C. Rybicki, *Napa Chamber of Commerce*, 2010

An (Almost) Update

Richard C. Rybicki, *Women for WineSense*, 2009

Mid-Year Labor Law Seminar (Current Issues)

Richard C. Rybicki & Patrick B. Sutton, *Napa Chamber of Commerce*, 2009

COBRA Continuation Coverage: Some "Stimulating" Developments

Richard C. Rybicki, *Napa Chamber of Commerce*, 2009

(Current Topics) Employment Law in the Hospitality Industry

Richard C. Rybicki, *Napa Valley College Hospitality Institute*, 2009

Employment Law Update

Richard C. Rybicki, *Truckee Donner Chamber of Commerce*, 2009

Labor Law Update

Richard C. Rybicki, *Napa Chamber of Commerce*, 2009

Employment Law in the Hospitality Industry

Richard C. Rybicki, *Wine Country Hospitality Symposium*, 2008

Employment Law Update

Richard C. Rybicki, *Santa Rosa Chamber of Commerce*, 2008

Labor Law Update

Richard C. Rybicki, *Truckee Donner Chamber of Commerce*, 2008

Avoiding Unfair Termination Claims

Richard C. Rybicki, *Sierra Human Resources Association*, 2007

Hiring Employees the Right Way – Tips, Traps and Tools for California Employers

Richard C. Rybicki, *Napa Valley College Small Business Development Center*, 2007

Pitfalls of Employment –A Baker’s Dozen Traps for the Unwary Employer!

Richard C. Rybicki, *Napa Chamber of Commerce*, 2007

Labor Law Update

Richard C. Rybicki, *Truckee Donner Chamber of Commerce*, 2007

Labor Law Update

Richard C. Rybicki, *Napa Chamber of Commerce*, 2007

Where Worker’s Comp Ends and Disability Laws Begins

Richard C. Rybicki and Brandon R. Blevans, *Sonoma County Employers Advisory Council*, 2006

Verifying Employee Eligibility

Richard C. Rybicki and Brandon R. Blevans, *Rybicki & Blevans, LLP*, 2006

Navigating the Workforce – Top Ten Employment Law Pitfalls

Richard C. Rybicki, *Napa Chamber of Commerce*, 2006

Should I Stay or Should I Go?

Richard C. Rybicki, *Personnel Association of Sonoma County*, 2006

Labor Law Update

Richard C. Rybicki, *Truckee Donner Chamber of Commerce*, 2006

Compliance with Federal Immigration Law

Richard C. Rybicki, *Sonoma State University School of Business and Economics, Wine Business Program*, 2005

Mandatory Harassment Prevention Training

Richard C. Rybicki, *North Coast Employer Advisory Council*, 2005

How to Keep Your Management Out of Trouble, Out of Court and ...Out of the News!

Richard C. Rybicki and Brandon R. Blevans, *Personnel Association of Sonoma County*, 2005

Technology and Your Workplace: Balancing Employee Privacy with the Employer's Need to Know

Richard C. Rybicki and Brandon R. Blevans, *Rybicki & Blevans, LLP*, 2004

Recent Developments in Labor & Employment Law

Richard C. Rybicki and Brandon R. Blevans, *Rybicki & Blevans, LLP*, 2004

The Impossible Dream: How to explain to your managers why EVERYONE can't be Exempt!

Richard C. Rybicki and Brandon R. Blevans, *Personnel Association of Sonoma County*, 2004

What Did You Call Me? Independent Contractor Versus Employee

Richard C. Rybicki and Brandon R. Blevans, *Personnel Association of Sonoma County*, 2004

Comparative Limitations on Restrictive Covenants and Unfair Competition: Historical, Current and Emerging Policy

Richard C. Rybicki, *Center for International Legal Studies*, 2004

Let Go – It's Mine! Protecting Trade Secrets and Confidential Information

Richard C. Rybicki and Brandon R. Blevans, *Personnel Association of Sonoma County 20th Annual North Bay Employment/Human Resources Conference*, 2003

Managing Leave Laws

Richard C. Rybicki and Brandon R. Blevans, *Napa Chamber of Commerce*, 2003

Additional (Selected)

Injury and Illness Prevention - A Program for Every Employer

Richard C. Rybicki, *(American) Canyon Commerce*

IRS Turns Up the Heat on Independent Contractors

Richard C. Rybicki, *(American) Canyon Commerce*

Panic or Pandemic? Cal-OSHA Issues Flu Guidance for Employers

Richard C. Rybicki, *(American) Canyon Commerce*

Downtime or Downsize Without Getting Sued

Richard C. Rybicki, *California Small Business Development Corp.*

Labor & Employment Law Issues

Richard C. Rybicki (and colleagues), *Eureka Chamber of Commerce*

Procedure: Mediation of Labor-Management and Collective Bargaining Issues

Richard C. Rybicki, *Federal Mediation and Conciliation Service*

Employment Related Records in California

Richard C. Rybicki (and colleagues), *Lorman Educational Services*

Don't Wait! Pay Employees Promptly When They Leave

Richard C. Rybicki, *Napa Chamber of Commerce*

Labor Commissioner Permits Salary Reduction During Furloughs

Richard C. Rybicki, *Napa Chamber of Commerce*

A Motley Crew - Six Common (But Often Ignored) Employment Claims

Richard C. Rybicki, *Napa Valley Human Resources Network*

Common Mistakes Under *TODAY'S* Labor and Employment Laws

Richard C. Rybicki, *PASCO Annual Employment Law Conference*

The Electronic Workplace: Employment Law Implications and Solutions

Richard C. Rybicki (and colleague), *PASCO Annual Employment Law Conference*

Employee Handbooks and Personnel Policies

Richard C. Rybicki and Patrick B. Sutton, *PASCO HR Workshop*

Labor & Employment Law Issues

Richard C. Rybicki (and colleagues), *Santa Rosa Chamber of Commerce*

Agricultural Labor Relations and Employment Issues

Richard C. Rybicki, *State Bar of California, Agricultural Law Committee*

Mediation and EEO Claims

Richard C. Rybicki, *United States Equal Employment Commission Mediation Program*

Breakfast Briefing (*various topics*)

Richard C. Rybicki, *Little Mendelson P.C.*, 1997 – 2002