



CAL RETAILERS ANNUAL MEETING PROGRAM

Sunday, September 15, 2024

NRF INVITE ONLY EVENT

4:30 p.m. - 8:30 p.m. Wine tasting Networking Reception + Seated Dinner

Experience the iconic Chandon for an evening of networking, wine tasting and private dining with vineyard views.

CRA INVITE ONLY EVENT

1:00 pm Celebrate with CRA! Napa, CA
(Location TBA)

6:00 pm CRA 2024 Board of Directors & Special Guest Dinner; Little Summer
(Located inside Marriott Napa Hotel)

Napa Valley Marriott Hotel & Spa, 3425 Solano Avenue, Napa, CA
NRF/CRA LEGAL LAW SUMMIT

Monday, September 16, 2024

8:00 am to 10:30 am CRA BOARD OF DIRECTORS MEETING (CRA Board members only)

NRF/CRA LEGAL LAW SUMMIT – OPEN TO ALL REGISTERED ATTENDEES

8:00 a.m. Networking breakfast

8:30 a.m. Blast from the past — old laws, new risks

Learn how the plaintiffs' bar in California is taking new spins on decades-old laws to seek unprecedented damages. Topics will include new privacy theories, pricing (including junk fees) and more.

- Stephanie Sheridan, Executive Committee Member; Chair, Retail & E-Commerce; San Francisco Partner-in-Charge, Benesch
- Meegan Brooks, Partner, Benesch

9:30 a.m. Is California being dethroned as the reigning venue for consumer class actions?

This deep-dive session will discuss the growing wave of suits in Oregon and Washington and why plaintiffs may think this largely uncharted territory could provide fertile ground for new claims.

- Stephanie Sheridan, Executive Committee Member; Chair, Retail & E-Commerce; San Francisco Partner-in-Charge, Benesch
- Meegan Brooks, Partner, Benesch

10:00 a.m. Break

10:15 a.m. Weigh-in on wage & hour: What retailers need to know about recent California Supreme Court decisions

This employment and labor law discussion will unpack this year's wage and hour decisions from the California Supreme Court and resulting impacts on retailers operating in the Golden State.

- Julie Dunn, Partner, DLA Piper
- Matt Riley, Of Counsel, DLA Piper
- Andy Medlin, Vice President and General Counsel, Hot Topic

11:00 a.m. How can retailers ensure benefits and reduce risks from reformed PAGA rules?

We've all heard about the landmark reforms to the Private Attorneys General Act of the California Labor Code (PAGA) signed into law on July 1, 2024. In this deep dive panel discussion with some of the stakeholders who negotiated the reform package, you'll get insider advice on how to maximize the best of "New PAGA" and mitigate exposure to new and remaining risks.

- Rachel Michelin, President and CEO, California Retailers Association
- Danielle Hohos, Senior Vice President, Deputy General Counsel; Williams-Sonoma, Inc.
- Julie Dunne, Partner, DLA Piper

11:45 a.m. Networking lunch

12:45 p.m. The evolving PFAS landscape: legislation, regulation, litigation and California's influence

In recent years, PFAS class actions have surged, driven by plaintiffs seeking compensation for health impacts and environmental harm. As research on PFAS continues and media attention grows, the U.S. faces an expanding regulatory landscape addressing PFAS contamination — with California leading the way. It's ever important for companies to understand and assess the impact of PFAS on their business and industry. This presentation will explore recent PFAS class actions, risk mitigation strategies, national and California regulations and California-specific legislation and future trends.

- Lori Leskin, Partner, Arnold & Porter
- Larry Culleen, Partner, Arnold & Porter
- Yuvaraj Sivalingam, Policy Advisor, Arnold & Porter

1:45 p.m. Greener and Cleaner: When good deeds can get you in trouble

This session will review challenges retailers face from state laws such as California's longstanding Proposition 65 to the innovative Extended Producer Responsibility regimes now adopted in five states, which will dramatically change the packaging and presentation of products on retail shelves in just a few years. In addition, as retailers make sustainability improvements, they face increasing risks in communicating to consumers, with state laws regulating so-called "greenwashing," requiring substantiation and empowering plaintiffs' lawyers to scrutinize advertising claims. This session aims to help retailers navigate the risks they face in trying to be greener and cleaner.

- Trent Norris, Partner, Litigation, Arbitration and Employment, Hogan Lovells

2:45 p.m. Break

3:00 p.m. Evolution of California privacy law: Recent regulatory and legislative trends impacting retailers

Gain essential insights to more effectively navigate California's evolving privacy law regime in this panel discussion focusing on key regulatory and legislative developments, including the latest rulemaking proceedings of the California Privacy Protection Agency and new privacy legislation that would regulate automated decision tools and other aspects of retail operations. This session will also explore best practices and practical strategies for regulatory compliance.

- David Keating, Partner, Alston & Bird
- Jeffrey God, Deputy GC, VP – US Commerce + Global Privacy, Qurate Retail Group
- Paul Martino, Vice President & Senior Policy Counsel, National Retail Federation

4:00 p.m.

Retailers and California OSHA: Prevention and protections

This session will equip California retail businesses with knowledge, tools and solutions to address California's indoor heat illness regulations, the new workplace violence regulation and workplace safety regulations. We will thoroughly review and discuss the new indoor heat regulations and how they impact stores and warehouses including training, rest breaks, water and additional required procedures. On the workplace violence regulation, we will uncover updates on enforcement and best practices.

- Karen Tynan, Shareholder, Sacramento Office; Chair, West Coast OSHA Practice; Co-Chair, Workplace Violence Prevention Practice Group, Ogletree Deakins
- Robert Rodriguez, Shareholder, Sacramento Office, Ogletree Deakins

4:00 p.m.

Meet and Greet with Cal Retailers and California Superintendent of Public Instruction and 2026 Candidate for California Governor Tony Thurmond

5:30 p.m.

Closing reception

Join NRF & CRA to wrap up the day's event with drinks, heavy hors d'oeuvres and networking and hear from our reception keynote speaker, the State Superintendent of Public Instruction and 2026 Candidate for California Governor Tony Thurmond.

**Napa Valley Marriott Hotel & Spa, 3425 Solano Avenue, Napa, CA
CRA 2024 ANNUAL MEETING**

Tuesday, September 17, 2024

9:00 am

Welcome; 2024 Year in Review

Join us for a reflective and celebratory discussion as we review the highlights and accomplishments of the past year. This includes a presentation of key milestones, a showcase of outstanding achievements and a discussion on the lessons learned. Let's honor the journey we've taken and look forward to the exciting opportunities ahead! Additionally, in this session, we will focus on the latest developments on industry regulations and legislation including recent and upcoming regulatory changes, key legislative updates and potential impacts on the retail sector.

- Rachel Michelin, CRA President + CEO
- Danielle Hohos, CRA 2024 Board Chair
- Ryan Allain, Director, Government Affairs, CRA
- Sarah Pollo Moo, Director, Communications & Public Affairs, CRA

10:00 am

Retail Revolution: Understanding and Mastering AI Challenges

Members involved in the retail industry use AI in all aspects of their businesses, including: hiring decisions, order functionality, customer recognition, customer loyalty, marketing campaigns, and much more. This program will involve an engaging conversation about how to manage the legal and regulatory issues through effective AI policies. The program will cover: Key litigation and enforcement; Developing California and nationwide legislation and where the law is going; Employee use of AI; Corporate policies for managing AI

- Snehal Desai, Lead Associate for Privacy and Cybersecurity Team and AI Liaison between Artificial Intelligence Team and Retail Team at Sheppard Mullin
- Tarah Powell Chen, Privacy and Marketing Counsel at Williams-Sonoma, Inc.

11:15 am

BREAK

11:30 am

LUNCH

This exclusive session is a must attend learning event with a seasoned state senator. Senator Dodd will share invaluable insights he gained during his time as an elected official, offering a unique perspective into the legislative process, policymaking and the role of business trade associations in influencing public policy in a deep blue state. Join us for our “exit interview” with the Senator, ask burning questions and join the discussion on best practices for building strong relationships with legislators and how CRA can increase our effective advocacy for the retail industry interests. This is a rare opportunity to learn from a veteran politician and enhance CRA’s influence and impact.

- California State Senator Bill Dodd

1:00 pm

Update on Increased Interaction Between Workplace Safety and Health Laws and Labor

Whether a workplace is unionized or not, compliance with California occupational safety and health requirements can implicate labor relations. We have seen with the new California workplace violence prevention requirements and Cal/OSHA indoor heat illness prevention rules, for example, include specific requirements for active involvement from employees and employee representatives. With Cal/OSHA’s stated intent to adopt its own version of the federal Worker Walkaround Rule, prescribed employee involvement in safety and health is likely to continue as a priority for the state plan. This program will discuss compliance best practices and what to expect with new Cal/OSHA regulations.

- Rachel Conn, Chair, California Practice, Conn Maciel Carey LLP

2:00 pm

EPR/Environmental Sustainability Strategy Session

Environmental responsibility is a fundamental part of the retail business model. It is part of California retailers’ commitment to their customers and the communities in which they operate and lead the way in making voluntary commitments to address key sustainability issues. As we continue to see a rise in new legislation and laws surrounding EPR, get the latest insights from an expert in California’s circular economy. Rachel Machi Wagoner, owner of RMW Strategies and former CalRecycle Director, has over 25 years of experience in the successful development, negotiation and implementation of California legislation, public policy and government administration including overseeing and reforming CalRecycle’s long-standing recycling and waste management programs, building California’s new EPR, disaster debris recovery, and organic waste recovery and recycling programs and creating California’s first ever, statewide Zero Waste Plan.

- Rachel Machi Wagoner, Owner, RMW Strategies; Former Director of CalRecycle

3:00 pm

BREAK

3:15 pm

Retail Waste Regulatory Reform: Options on the Table in California

KMCL Law, environmental counsel for leading retailers in California, will lead a discussion to revisit the role of CRA to help reduce the regulatory burden of managing unsold retail consumer products in California. Opportunities that are ripe for reform include changing the hazardous waste classification of non-flammable personal care products to reduce disposal costs, mitigate EPR liability, and minimize waste and the waste management burden in California. This discussion will also include an update on the role of CRA and other stakeholders in capitalizing on the momentum of other regulatory reforms led by California DTSC related to prescription and over-the-counter drug hazardous waste and the Hazardous Waste Generator Improvements Rule.

- Gregory W. Blount, Partner, Kazmarek Mowrey Cloud Laseter LLP Environmental and Energy Law
- Helen J. Barnes, Senior Associate, Kazmarek Mowrey Cloud Laseter LLP Environmental and Energy Law

4:15 pm

CRA Membership Meeting

The CRA annual General Membership meeting is a pivotal event for all members of the trade association. We will announce the results of the elections for the board of directors and provide an open forum for members to voice ideas and concerns. This meeting is a valuable opportunity to engage with fellow members and contribute to the association's direction.

- Members of the California Retailers Association ONLY

4:30 pm

2025 HOT Issues

This dynamic session focuses on the hottest issues currently impacting the retail industry in California – this year and next. The session includes a roundtable discussion and interactive Q&A, providing a comprehensive overview of critical issues association members may want the association to engage in the next legislative session. This is an opportunity to vet issues, provide input on issues members would like to focus on and discuss strategies for navigating these challenges while capitalizing on new opportunities.

- Open to all meeting participants

5:30 pm

Networking Reception

Unwind and connect with fellow members in the beautiful setting of wine country. Enjoy a local wine and hors d'oeuvres while taking in the stunning vineyard views. This is the perfect opportunity to deepen connections and discuss the day's topics in a scenic and convivial environment.



SAVE THE DATE! **Cal Retailers** **2025** **Advocacy Days**



February 10-12
Sacramento, CA

Join the CRA team at the start of the 2025-2026 legislative session and meet with key policy makers and representatives from the Administration to discuss important issues such as Artificial Intelligence, Privacy, EPR, Labor and workforce development.

With over 40 new members of the California state legislature expected next year, we will have a unique opportunity to tell the retail story.