

Relationship Status? It's Complicated for Nonprofits! Nonprofit Organizations' Relationships with Volunteers, Staff, Independent Contractors, and More

Cosponsored by the Nonprofit Organizations Law Section

Register at www.osbar.org/seminars (search for NOLS23)



Friday, December 8, 2023

8:30 a.m.–3 p.m. PST

Oregon State Bar Center
16037 SW Upper Boones Ferry Rd., Tigard or
Via Live Webcast

CLE credits: 5 General

MCLE ID #: 104823

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This program is intended for all attorneys working for and advising nonprofits and serving on nonprofit Boards. Learn about the primary kinds of employment relationships at nonprofits including employees, independent contractors, and volunteers. Delve into intellectual property considerations. Review common issues for nonprofit relationships including fiscal sponsorships and recommended policy discussions to have with clients.

Nonprofit Organizations Law Section members save \$95 off registration rates.

Special thanks to the Nonprofit Organizations Law Section for subsidizing registration fees for Oregon New Lawyers Division members and Nonprofit Organizations Law Section members and for sponsoring lunch for all in-person attendees.



LIVE EVENT

\$0	Law Students (<i>enter coupon code NOLS23LS during checkout</i>)
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\$105	Nonprofit Organizations Law Section member
\$200	OSB member
\$210	Non-OSB member
\$0	Box Lunch



LIVE WEBCAST

\$0	Law Students (<i>enter coupon code NOLS23LS during checkout</i>)
\$50	ONLD
\$105	Nonprofit Organizations Law Section member
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Webcast registration includes online access to the recorded seminar for 60 days after the event. Electronic materials are included with your registration.



Questions or need help with registration?

Call or email the OSB CLE Service Center:
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Schedule

8:00 Registration and Continental Breakfast

8:30 Welcome

8:35 Three Primary Kinds of Employment/Quasi-Employment Relationships: Employees, Independent Contractors, and Volunteers

First Type: Employees:

- Definition
- Starting a new relationship (onboarding)
- Misc: NLRA, moonlighting, excessive compensation rules
- Breaking up- Termination, severance (new NLRB ruling/ Workplace Fairness Act)
- Best practices and policies

Stephanie Dolan, *Center for Nonprofit Law, PC, Eugene OR*

Heather Van Meter, *Miller Nash, LLP, Vancouver, WA*

9:50 Break

10:00 Three Primary Kinds of Employment/Quasi-Employment Relationships (continued)

Second Type: Independent Contractors:

- Definition, IRS 20-factor test, BOLI, NLRB
- Starting a new relationship (contract, scope of work, important considerations)
- Examples (outside grant writer, interim ED, other consultants)
- Consequences of mischaracterization (IRS/DOJ/BOLI)
- Breaking up (terminating the contract)
- Recommended policies

Stephanie Dolan, *Center for Nonprofit Law, PC, Eugene OR*

Heather Van Meter, *Miller Nash, LLP, Vancouver, WA*

10:45 Break

11:00 Three Primary Kinds of Employment/Quasi-Employment Relationships (continued)

Third Type: Volunteers:

- No payment for work (cash or cash equivalent/gift cards)
- "Stipends" versus allowable payments (mileage, childcare, etc.)
- Attorneys serving on NP Boards (ethical rules)
- Liability for volunteer actions (and converse—FVPA with exceptions)
- Best practices and policies

Heather Weigler, *Senior Assistant Attorney General, Charitable Activities Section, Oregon Department of Justice, Portland, OR*

12:00 Lunch

12:45 Intellectual Property Considerations

- What is it and who owns it?
- Work product
- Work made for hire
- Other IP issues

Parna Mehrbani, *Tonkon Torp LLP, Portland, OR*

1:45 Break

2:00 Common Additional Issues for Nonprofit Relationships

- Fiscal sponsorships
- Changing landscape: interim EDs, consultants, independent contractors, and part-time work
- Recommended practical skills and policy discussions to have with clients

Grady Goodall, *OSU Foundation, Corvallis, OR*
Meliah Schultzman, *CareOregon, Portland, OR*

3:00 Adjourn

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Planning Committee

Stephanie Dolan, *Center for Nonprofit Law PC, Eugene, OR*

Grady Goodall, *OSU Foundation, Corvallis, OR*

Shouka Rezvani, *Rezvani Law & Consulting LLC, Portland, OR*

Meliah Schultzman, *CareOregon, Portland, OR*

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General Information

Cancellations: Cancellation requests must be received at least 72 hours prior to the date of the seminar to qualify for a refund. Refunds are subject to a \$25 cancellation fee. To cancel, please call the OSB CLE Service Center at (503) 431-6413 or (800) 452-8260, ext. 413.

Tuition Assistance: Email a request stating your financial situation to cle@osbar.org or call the OSB CLE Service Center at (503) 431-6413 or (800) 452-8260, ext. 413, no later than one week before the seminar.

Dietary Restrictions or Accessibility

Accommodations: Please call (503) 431-6375 or (800) 452-8260, ext. 375, at least 72 hours before the date of the seminar.

Hotel Accommodations: Special rates starting at \$139 plus tax are available at The Grand Hotel at Bridgeport, 7265 SW Hazel Fern Rd., Tigard, OR 97224. Call 503-968-5757 / toll free 1-866-968-5757 and reference the Oregon State Bar rate or [click here](#) to reserve online.

Products

NOLS23.CD

Audio CDs with electronic materials..... \$200

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