

# Business Advice

## Conference to offer update on labor law

Are you a professional who needs to keep up with the latest developments in employment law to protect your company against potential litigation?



Rose Anne Plante

The Western Colorado Human Resources Association (WCHRA) is excited to announce that Betty Bechtel and Michael Santo of the Grand Junction law firm of Bechtel & Santo, L.L.P. will be guest speakers at the upcoming spring conference.

The conference is set for 8 a.m. to noon April 19 at Two Rivers Convention Center, 159 Main St. in Grand Junction. For more information, call 683-2436.

The conference will provide business owners, payroll clerks, human resource professionals and managers

of all levels with up-to-date information on issues that affect the workplace as well as provide guidance on avoiding the traps of employment law.

Bechtel and Santo have practiced employment law since 1979 and 1992, respectively. They provide services throughout Colorado to businesses, government entities and nonprofit organizations on all aspects of the employer-employee relationship.

Bechtel graduated with honors from the University of Colorado in 1967 with a bachelor's degree in business and worked as a statistician for Mountain Bell and Pacific Bell for several years. She then attended the Lewis and Clark College Northwestern School of Law. She graduated with honors in 1978.

From 1979 to 1980, she worked in the employment law section of the Dykema Gossett law firm in Detroit. Returning home to Colorado in 1980, she practiced primarily employment law with Dufford, Waldeck, Milburn & Krohn in Grand Junction for 25 years.

In 2005, Bechtel and Santo launched the firm of Bechtel & Santo, L.L.P. emphasizing employment law for businesses.

Bechtel provides day-to-day advice to managers and represents businesses in state and federal agency actions and court litigation.

She's a frequent lecturer on employment law issues and contributing author for "The Practitioner's Guide to Colorado Employment Law," "The Practitioner's Guide to Colorado Business Organizations" and "The Employer's Advisory," a quarterly newsletter published since 1994.

She's a member of the Mesa County Bar Association and served as president in 1996. She's also a member of the Colorado Bar Association, including the labor law section, and served on the CBA Board of Governors between 1997 and 1999.

Bechtel also has served as a board member and leader of several non-profit organizations, including the Grand Junction Economic Partnership, Business Incubator Center, Hilltop Rehabilitation Hospital and Hospice & Palliative Care of Western Colorado. She's currently a board member of the Grand Junction Area Chamber of Commerce.

Santo began practicing law in his home state of Michigan in 1992 after receiving his undergraduate degree from Michigan State University and his law degree from the University of Detroit.

Santo focuses his practice on defending companies in employment litigation, including race, sex, age, national origin, religious and disability discrimination lawsuits; wrongful discharge; and wage and hour matters.

In addition, he regularly represents employers in prosecuting and defending claims of trade secret misappropriation, unfair competition and employee raiding.

Santo counsels companies on day-to-day employment matters, including hiring, discipline and termination decisions; leave and disability issues; and on preparing and revising employee handbooks. By helping employers develop sound personnel policies, Santo has assisted many Colorado companies, large and small, to minimize the risk of employment-related litigation.

Santo also is a frequent lecturer on employment law issues and contributing author for: "The Practitioner's Guide to Colorado Employment Law," "The Practitioner's Guide to Colorado Business Organizations" and "The Employer's Advisory."

*Rose Anne Plante, PHR, is a human resource analyst for Hospice & Palliative Care of Western Colorado and serves on the Western Colorado Human Resources Association Board as director of professional development. The WCHRA meets at 11:30 a.m. the third Wednesday of each month at Two Rivers Convention Center in Grand Junction. To find out more about the WCHRA or becoming a guest speaker, contact Plante at [rplante@hospicewco.com](mailto:rplante@hospicewco.com).*

