



# EMPLOYMENT LAW CONFERENCE

THURSDAY, OCTOBER 2, 2014 | PITTSBURGH MARRIOTT NORTH

## AGENDA

8:00 AM - 8:30 AM	Registration and Continental Breakfast
8:30 AM - 9:30 AM	The Year in Review: Labor and Employment Law Developments in 2014
9:30 AM - 10:15 AM	An Ounce of Prevention: How to Stay Out of Employment Lawsuits
10:15 AM - 10:30 AM	Break
10:30 AM - 11:30 AM	BREAKOUT SESSION I The Truth, the Whole Truth, and Nothing but the Truth: How to Conduct a Workplace Investigation <i>or</i> Health Care Reform 2014
11:30 AM - 12:30 PM	BREAKOUT SESSION II The Three R's of Post-Employment: Releases, Restrictive Covenants, and Reference Requests <i>or</i> Anybody Want a Union?: Steps to Take to Preserve Non-Union Status
12:30 PM - 1:30 PM	Lunch

## PENDING CREDIT APPROVAL

**HRCI:** This program is seeking approval for 3.75 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. For more information about certification or recertification, please visit the HR Certification Institute website at [www.hrci.org](http://www.hrci.org).

**CLE:** This program has also been submitted to the Pennsylvania Continuing Legal Education Board for 3.75 substantive CLE hours.

## Pittsburgh Marriott North

100 Cranberry Woods Dr.  
Cranberry Township, PA 16066

724.772.3700



## WELCOME ADDRESS

The Year in Review:  
Labor and Employment Law Developments in 2014

Presenters: Kurt A. Miller & Cami L. Davis

2014 has been an active and exciting year in labor and employment law. This session will provide an overview of key labor and employment court decisions and statutory and regulatory developments in 2014, and will discuss how those decisions and developments will impact employers in 2015 and beyond.

An Ounce of Prevention:  
How to Stay Out of Employment Lawsuits

Presenters: Jeffrey R. Gordon & Stephanie K. Rawitt

A persistent fear of many human resources professionals is that they will make a mistake that will result in an administrative charge or a lawsuit against their employer. This session will address the common errors that human resource professionals commit, and will provide guidance on proactive measures that human resources professionals can take to assist their employers in avoiding litigation.

## BREAKOUT SESSION I

### The Truth, the Whole Truth, and Nothing but the Truth: How to Conduct a Workplace Investigation

Presenters: Kurt A. Miller & Amanda MacDonald

Effective and well-documented investigations of employee misconduct, harassment or threats of violence can reduce employers' exposure to employee and third-party litigation. This presentation will discuss how to conduct and document workplace investigations, and how to resolve issues that frequently arise in workplace investigations in both union and non-union settings.

### Health Care Reform 2014

Presenter: Douglas J. Ellis

The impact of the Patient Protection and Affordable Care Act is being felt by nearly every employer and plan sponsor. This session will provide employers with an update on recent guidance and focus on key issues that employers need to consider to ensure compliance going forward.

## BREAKOUT SESSION II

### The Three R's of Post-Employment: Releases, Restrictive Covenants, and Reference Requests

Presenters: Cami L. Davis & Stephanie K. Rawitt

When and how should an employer seek a release from a departing employee? How may an employer prevent unlawful competition by a former employee? How should employers respond to requests for references on former employees? This session will address these and other common but vexing post-employment issues.

### Anybody Want a Union?: Steps to Take to Preserve Non-Union Status

Presenters: Thomas P. Brady & Jeffrey R. Gordon

Many employers view the avoidance of unionization of their workforce as a top priority. This presentation will provide employers with practical advice and guidance on preventative steps that employers may take in order to maintain union-free status, and on how to respond lawfully and effectively to union organizing activity.

## Registration Form

Name	Title		
Company			
Address	City	State	Zip
Phone	Fax	Email	

Please check one workshop from each session that you wish to attend:

### Breakout Session I

- How to Conduct a Workplace Investigation  
OR  
 Health Care Reform 2014

### Breakout Session II

- Releases, Restrictive Covenants, and Reference Requests  
OR  
 Steps to Take to Preserve Non-Union Status

Conference Fee: \$45 per person. Price includes continental breakfast, conference materials and lunch.

Payment: Please indicate method of payment.

Check enclosed, payable to **Clark Hill PLC**      Charge my:  Visa       MasterCard

Name on Card:

Credit Card Number:

Expiration Date:

Signature:

Security Code:

## Registration:

**Fax:** 412.394.2555, Attn: Guinevere Anderson  
**Mail:** Clark Hill PLC - Employment Law Conference  
One Oxford Centre  
301 Grant St., 14th Floor  
Pittsburgh, Pennsylvania 15219

**Online:** [clarkhill.com/seminars.aspx](http://clarkhill.com/seminars.aspx)

### Questions?

Contact Guinevere Anderson at 412.394.2318

*Sorry, no refunds will be available after September 25, 2014*