

EMPLOYMENT LAW CONFERENCE

WEDNESDAY, APRIL 29, 2015 | SCHOOLCRAFT COLLEGE, LIVONIA

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

- Are You Prepared for a Department of Labor Audit of Your Health and Other Benefit Plans?
- Are You Ready for an I-9 Audit or an ICE Raid?
- How the National Labor Relations Board Targets Non-Unionized Employers
- Lesbian, Gay, Bisexuals and Transgender (LGBT) Discrimination

Breakout Session II

- Avoiding Retaliation and Whistleblower Claims
- Dealing with Common Problems Under the Americans with Disabilities Act
- Drafting Technology Policies to Protect Company Technology Assets
- Effective Record Keeping

Conference Fee \$125 per person, \$75 for any additional persons from the same entity. Price includes conference materials, continental breakfast and full 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 Please send payment with registration form.

Fax: 616.608.1175

Attention: Shayna McCloskey

Mail: Employment Law Conference
Attention: Shayna McCloskey
Clark Hill PLC
200 Ottawa Avenue, Suite 500
Grand Rapids, Michigan 49503

For further information, please contact Shayna McCloskey at 616.608.1133, or via email at smccloskey@clarkhill.com. You may also visit clarkhill.com/events. Sorry, no refunds will be available after April 22, 2015.



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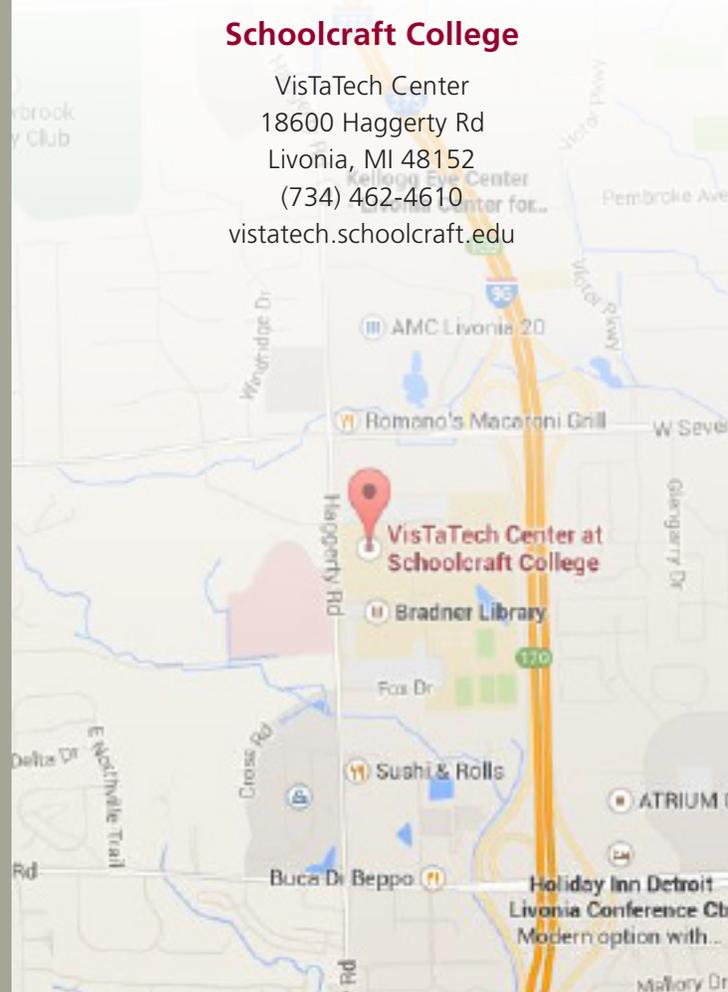
EMPLOYMENT LAW CONFERENCE AGENDA

8:00 AM - 8:30 AM	Registration Continental Breakfast
8:30 AM - 9:30 AM	Hot Topics in Labor & Employment Law
9:30 AM - 9:45 AM	Break
9:45 AM - 10:45 AM	Breakout Session I
10:45 AM - 11:00 AM	Break
11:00 AM - 12:00 PM	Breakout Session II
12:00 PM - 1:00 PM	Lunch
1:00 PM - 4:15 PM	Breakout Session III*

**Attendees will be divided into two groups for Breakout Session III. Each group will attend both hour and a half long case studies.*

Schoolcraft College

VisTaTech Center
 18600 Haggerty Rd
 Livonia, MI 48152
 (734) 462-4610
vistatech.schoolcraft.edu



HRCI Credit Approved

This program has been approved for 6.0 (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.

Save the Date!

Clark Hill is pleased to offer full and half day conferences throughout the country. For registration and more information, please visit clarkhill.com/events.

August - Pittsburgh, PA

September - Grand Rapids, MI

October - Chicago, IL

8:00 AM - 8:30 AM

Registration | Continental Breakfast

8:30 AM - 9:30 AM

Hot Topics in Labor & Employment Law

Presenters: Connie M. Cessante & David M. Cessante

Last year, various federal agencies stepped up enforcement of discrimination, wage and hour, and other employment statutes. Recently, courts and federal agencies have issued significant opinions affecting employers. This session will provide an overview of key employment court decisions and statutory and regulatory developments in 2014-2015, and will discuss how those decisions and developments will impact employers in 2015 and beyond.

9:30 AM - 9:45 AM

Break

9:45 AM - 10:45 AM (Breakout Session I)

Are You Prepared for a Department of Labor Audit of Your Health and Other Benefit Plans?

Presenters: Nancy L. Farnam & Edward C. Hammond

Welfare benefit plans cover health, disability, life and other employee benefits. Department of Labor (DOL) welfare benefit plan audits are on the rise for employers of all sizes. How well would your organization fare in the event of such an audit? This session will discuss the DOL audit process as well as provide an overview of key welfare plan compliance issues to help you assess your organization's general compliance level.

Are You Ready for an I-9 Audit or an ICE Raid?

Presenters: Karen M. Kett & Michael P. Nowlan

The United States Immigration and Customs Enforcement (ICE) has significantly increased the number of audits, raids and investigations it performs on employers for I-9 Form compliance and issues related to the possible employment of unauthorized foreign born workers. These audits have led to large civil and criminal sanctions against non-conforming employers. This presentation will address why and how employers should perform internal I-9 Employment Eligibility audits and what steps to take in an ICE audit/raid. It will also include a discussion of the Department of Homeland Security's E-Verify program.

How the National Labor Relations Board Targets Non-Unionized Employers

Presenters: Paul W. Coughenour & Anne-Marie Vercruyse Welch

In 2014, the National Labor Relations Board (NLRB) enacted new "ambush" election regulations which will allow employees to use company e-mail systems to help organize the workforce. This will be effective in April 2015. It also decided a number of cases that expose non-unionized employers to liability for alleged violation of Section 7 of the National Labor Relations Act. This session will explain these issues so that in-house counsel and human resource professionals can design policies and training to protect their companies from an increasingly aggressive NLRB.

Lesbian, Gay, Bisexuals and Transgender (LGBT) Discrimination

Presenter: Ellen E. Hoepfner

The Equal Employment Opportunity Commission, the Office of Federal Contract Compliance Programs and the Department of Justice are bringing cases against employers for discriminating against LGBT applicants and employees. Several states and local governments also prohibit discrimination against LGBT applicants and employees. Finally, many Federal Courts hold that employers may not discriminate against applicants or employees who do not conform to "gender behavior." This session will explain the evolving and difficult area of the law so that employers can avoid these costly and often embarrassing lawsuits.

10:45 AM - 11:00 AM

Break

11:00 AM - 12:00 PM (Breakout Session II)

Avoiding Retaliation and Whistleblower Claims

Presenter: Tracy A. Leahy

Claims of retaliation for making civil rights complaints and whistleblowing are increasing. This interactive presentation will present real world case studies for discussion with the goal of presenting practical advice on how to avoid and successfully defend retaliation and whistleblower claims.

Dealing with Common Problems Under the Americans with Disabilities Act

Presenters: Nitya S. Lohitsa & William A. Moore

The Equal Employment Opportunity Commission's new regulations governing the 2009 amendments to the Americans with Disabilities Act have begun to affect employers. This interactive session will present real life case studies and provide practical solutions to common problems. The discussion will include accommodations, medical examinations, how to determine if an employee has a disability and how to avoid perceived disability claims.

Drafting Technology Policies to Protect Company Technology Assets

Presenters: John L. Hines & Jeffrey A. Steele

The National Labor Relations Board recently ruled that employees may use company e-mail systems to discuss their rights under Section 7 of the National Labor Relations Act. In December, Sony Corporation's computer system was hacked by a third party, which revealed extremely embarrassing information. Control of technology assets are critical. This session will discuss recent developments and how companies can draft and enforce policies that will protect company information and assets against internal and external threats.

Effective Record Keeping

Presenters: Brian D. Shekell & Reggie R. Turner

Creating and maintaining personnel records are key skill sets for human resource personnel. Personnel records are often the key to defeating employment claims brought by current and former employees. Several federal agencies are inspecting employers' personnel records to ensure employers are complying with the record keeping requirements of various laws. This session will focus on creating and maintaining critical employment documents, including employment applications, job descriptions, leave of absence paperwork, and disciplinary documentation. Human resource professionals will also learn how to structure and manage record retention and preservation policies to avoid and defend litigation, and avoid to and minimize statutory fines and penalties.

12:00 PM - 1:00 PM

Lunch

1:00 PM - 4:15 PM (Breakout Session III*)

"Hi, I am from the Department of Labor and I want to see your pay records" Case Study

Presenters: Thomas P. Brady & James R. Stadler

Fair Labor Standard Act (FLSA) audits have increased over the past six years. FLSA lawsuits are the fastest growing litigation in the federal court system. The Department of Labor is challenging employers' failure to pay overtime (wage theft), claims of exemptions, and record keeping. This presentation will take the participants through an FLSA audit and demonstrate how in-house counsel and human resource professionals can prepare for and manage a DOL audit of the company's pay procedures. This will be an interactive session with class discussion.

Problem Employee FMLA Case Study

Presenters: Daniel J. Bretz & Maria Fracassa Dwyer

Claims for violation of the Family Medical Leave Act (FMLA) are one of the fastest growing areas of federal litigation. This simple statute has spawned Department of Labor regulations which are confusing and technical. Courts are siding with employees over even minor mistakes made by employers in giving notices, asking for certifications and failure to return employees when leaves expire. This presentation will take the participants through an employee's request for FMLA leave, certification, extensions of leave and returning an employee from leave. This will be an interactive session with class discussion.

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