

MILLER CANFIELD

GENERAL SCHEDULE

Miller Canfield's Annual Employment Law Seminar is designed for corporate counsel, human resource professionals and business executives who need to stay ahead of the ever-changing labor and employment legal curve.

MORNING AGENDA

8:00 – 8:30	Registration and Seating
8:30 – 8:45	Welcome
8:45 – 9:30	Hot Topics/Legislative Update
9:30 – 10:15	What's New at the Commission: EEOC Initiatives with Administrative Judge Deborah Barno
10:15 – 10:30	Break
10:30 – 11:30	Social Media in the Workplace – Redux
11:30 – 12:00	Questions and Answers
12:00	Lunch

AFTERNOON AGENDA

1:15 – 2:15	Workshops (five to choose from)
2:15 – 2:30	Break
2:30 – 3:30	Workshops (five to choose from)

WORKSHOPS

1. Current Labor Issues for Union and Non-Union Workplaces (1x)
2. Wage and Hour: Oops We Got it Wrong, What Now? (2x)
3. How to Avoid Papering over the Cracks: Drafting Tailor-Made Employment and Severance Agreements Right the First Time (2x)
4. ICE Age: The Current Climate of I-9 Compliance with Special Guest John Ross, Special Agent, Office of Investigations, U.S. Immigration & Customs Enforcement (2x)
5. Hot Topics in GINA and the ADA (1x)
6. Bullying and Respect in the Workplace: Taking your Anti-Harassment Policies and Training to the Next Level (2x)

AGENDA + WORKSHOPS

AGENDA

8:45 a.m.

Hot Topics/Legislative Update

WEST: Kurt N. Sherwood **EAST:** Saura J. Sahu

As both parties gear up for the next Presidential election, what is happening on the legislative scene? What can we expect from Congress and the White House in the coming months? What regulatory initiatives are getting traction in Washington? What has been happening and what is pending in the judiciary? We'll explore these and other hot topics!

9:30 a.m.

What's New at the Commission: EEOC Initiatives with Special Guest Deborah Barno, Administrative Judge, Equal Employment Opportunity Commission

WEST: Douglas L. Callander **EAST:** Jerome R. Watson

10:30 a.m.

Social Media in the Workplace – Redux

Adam S. Forman

Last year, we examined the benefits and legal pitfalls associated with the use of social media tools by organizations and employees. Adam is back this year to give an update on the recent developments relating to employees' use of social media, including the NLRB's most current views on social media, the National Labor Relations Act, high profile social media misconduct cases and methods employers are using to tackle this continually emerging area.

1:15 P.M. WORKSHOPS

Current Labor Issues for Union and Non-Union Workplaces

WEST: Douglas L. Callander **EAST:** Richard J. Seryak and Chuck Oxender

With the new NLRB rules on organizational campaigns, the NLRB posting requirement, recent decisions affecting the use of social media, and recent cases challenging a company's right to move work to another facility, unionized and non-unionized workplaces alike need to be aware of how changes to the National Labor Relations Act and its policies and procedures will impact companies. Our presenters will provide analysis and tips on staying ahead of the NLRB's aggressive approach to expanding unionization opportunities in the workplace.

Wage and Hour: Oops We Got it Wrong. What Now?

WEST: Kurt N. Sherwood **EAST:** Michael A. Alaimo and Christopher M. Trebilcock

From exemption problems and employees working off the clock to contractors that aren't so independent, mistakes happen. Learn best practices on how to avoid the most common wage and hour mistakes – and what to do if you've already made them.

How to Avoid Papering over the Cracks:

Drafting Tailor-Made Employment and Severance Agreements Right the First Time

WEST: Leigh M. Schultz **EAST:** Richard W. Warren and Brian Schwartz

All too often, employers are tempted to use employment and severance agreements that have been used with other employees or were found online. In the long run, this can result in a waste of time and money. We will walk you through the risks of using a one-size-fits-all approach and the benefits of customizing agreements to address specific needs and situations.

ICE Age: The Current Climate of I-9 Compliance with Special Guest John Ross, Special Agent, Office of Investigations, U.S. Immigration & Customs Enforcement (ICE)

Karen Phillippi and Joe Uhl

Immigration audits are invaluable if your company is purchasing, merging with, or being purchased by another company; being audited by a governmental agency; or, if your company has not previously completed an internal audit of the I-9 forms. In the current era of ICE raids and audits, it is important to ensure that your company is in compliance. Our presenters will be joined by an ICE Special Agent to discuss the latest in conducting I-9 audits.

Bullying and Respect in the Workplace:

Taking Your Anti-Harassment Policies and Training to the Next Level

WEST: Kurt McCamman **EAST:** Jennifer L. Sabourin and Michelle P. Crockett

Allegations of workplace bullying, which may include verbal abuse, work interference and various types of threatening behavior, have gained national attention in recent years. Since workplace bullying can negatively impact a company's culture and the morale of its employees, employers should be equipped with the knowledge and tools necessary to not only promote respect in the workplace, but to also ensure the safety of all employees. By attending this session, you will begin to learn how to establish and maintain an anti-bullying environment within your organization.

2:30 P.M. WORKSHOPS

Hot Topics in GINA and the ADA

WEST: Douglas L. Callander **EAST:** Megan P. Norris and Scott R. Eldridge

It's been four years since amendments to the ADA were signed into law. How have the courts and EEOC responded? Hear the latest in ADA reasonable accommodation and learn how you can help your company avoid violating GINA. Some areas of risk may surprise you!

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