



HR SPRING TRAINING

2010 ANNUAL
EMPLOYMENT LAW SEMINAR

WEST CONFERENCE

4.27

Fetzer Center,
Western Michigan University
KALAMAZOO

EAST CONFERENCE

5.18

MSU Management
Education Center
TROY



Presented by

**MILLER
CANFIELD**

Miller Canfield's Annual Seminar on Employment Law 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.

GENERAL SCHEDULE

MORNING AGENDA

8:00 – 8:45	1ST INNING Registration and Seating
8:45 – 9:00	2ND INNING Welcome/Introductory Remarks
9:00 – 9:30	3RD INNING Hot Topics/Legislative Update
9:30 – 10:00	4TH INNING ADA Regulations
10:00 – 10:30	5TH INNING Health Care Reform's Future
10:30 – 10:45	Break
10:45 – 11:30	6TH INNING FEATURED SPEAKER: WEST: Economic Forecast – Coming out of the Great Recession William D. Johnston, <i>President & Chairman</i> , The Greenleaf Companies EAST: Major League Baseball Human Resources Karen Gruca, <i>Sr. Director, Human Resources</i> , Detroit Tigers
11:30 – 12:00	7TH INNING Questions and Answers
12:00	7TH INNING STRETCH Lunch

AFTERNOON AGENDA

1:15 – 2:15	8TH INNING Workshops (each will run twice, starting at 1:15 and 2:30, unless otherwise indicated)
2:15 – 2:30	Break
2:30 – 3:30	9TH INNING Workshops
3:30	POST GAME Reception

WORKSHOPS

1. It's Time for a Human Resources Audit
2. Protect Your Competitive Advantage
3. Discipline and Discharge Done Right
4. Fair Labor Standards Act – the Basics
5. Don't Get Taken to the Cleaners – Preventing Embezzlement
6. Traditional Labor Law Update

HR SPRING TRAINING

AGENDA + WORKSHOPS

9:00 a.m. **Hot Topics/Legislative Update**

WEST: Kurt N. Sherwood **EAST:** James B. Thelen

Where do employers stand now that we're more than one year into the Obama administration? Which of the administration's initiatives are dying or dead, which are resting quietly on the back-burner, and which are we most likely to see in the coming year?

9:30 a.m. **ADA Regulations**

Megan P. Norris

Last year we discussed new ADA amendments which had gone into effect January 1, 2009. On September 23, 2009, the EEOC proposed new regulations more thoroughly explaining those ADA amendments. Though it is unknown when the EEOC will issue final regulations, few expect significant changes to the proposed regulations. Megan will explain the proposed regulations and provide practical advice on how best to administer the regulations.

10:00 a.m. **Health Care Reform's Future**

WEST: Douglas L. Callander **EAST:** Christopher M. Trebilcock

What is the future of health care reform? Is reform inevitable? Is the status quo sustainable? What does the future hold without health care reform? We will update you on where health care reform stands, predictions for its future, and how it may impact every employer.

10:45 a.m. **FEATURED SPEAKER**

WEST: Economic Forecast – Coming out of the Great Recession

William D. Johnston, President & Chairman, The Greenleaf Companies

Where has the great recession taken us, when will it end, and where are we likely to go from here? As an academic and successful entrepreneur, Bill possesses a wealth of knowledge, giving him unique insight into the short- and long-term prospects for the U.S. economy, Michigan's economy and specifically West Michigan's economy.

EAST: Major League Baseball Human Resources

Karen Gruca, Sr. Director, Human Resources, Detroit Tigers

Working for The Detroit Tigers can be a fun day at the ballpark, but what does it take to manage human resources for an organization with a seasonal workforce, a workforce spanning multiple worksites, and staff across the U.S. and in several foreign countries? Straight from the front office, Karen will discuss the unique HR challenges she faces working for a major league baseball organization.

1:15 p.m. & 2:30 p.m. Workshops (each runs twice)

It's Time for a Human Resources Audit

WEST: Leigh M. Schultz **EAST:** Michelle P. Crockett and David G. King

Monies allocated to helping HR professionals prevent/avoid long-term problems typically become very scarce during recessions, and the great recession is no exception. Rather than adequate or long-term fixes, we're instead forced to put band-aids on problems and hope for the best. An audit will help you in identifying and rank-ordering your most pressing labor/employment issues and needs.

Protect Your Competitive Advantage

WEST: Kurt P. McCamman **EAST:** Richard W. Warren and Larry J. Saylor

Despite high unemployment, skilled labor is often in short-supply. Though your best-and-brightest may have laid low throughout the recession, will they take their expertise, experience and your proprietary knowledge to a competitor when the economy begins improving? Industrial espionage via electronic devices is also an ever-growing threat and challenge. What steps should you consider taking to prevent loss of your top talent, your proprietary knowledge and your intellectual property?

Discipline and Discharge Done Right

WEST: Kalyn D. Redlowsk **EAST:** Jerome R. Watson and M. Misbah Shahid

Simple mistakes made when disciplining and/or discharging employees all too often come back to haunt employers. When should you discipline/discharge? What background information and documentation should you obtain/prepare when disciplining/discharging? How you go about discharging an employee is often a critical factor in determining whether you will be sued; so, how should you go about discharging an employee?

Fair Labor Standards Act – the Basics

WEST: Kurt N. Sherwood **EAST:** Michael A. Alaimo, Scott R. Eldridge and Brian Schwartz

The FLSA remains one of the most oft-violated statutes. Consequently, it's time yet again for another FLSA primer. What does it mean to be an hourly employee? What does it mean to be salaried? What are exempt and non-exempt employees? What is the regular rate? When do I owe an employee overtime, and how do I determine the overtime rate? The answers to these and other questions may not be as simple as you think.

Don't Get Taken to the Cleaners – Preventing Embezzlement (1:15 p.m.–2:15 p.m. only)

WEST: Pamela C. Enslin **EAST:** Saura J. Sahu and Gerald J. Gleeson

We may be emerging from the great recession, but unemployment remains high and many of today's employees remain under tremendous financial duress. Unfortunately, financial stress paired with opportunity is often a recipe for theft. No employer is immune and embezzlement has in recent years been occurring with even greater regularity. We will discuss what steps every employer should take to minimize the risks of being victimized and your options should you suspect or find yourself victimized by employee embezzlement.

Traditional Labor Law Update (2:30 p.m. – 3:30 p.m. only)

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

Massive employee paranoia has benefited unions by – at least temporarily – halting what had in recent years been a steady decline in union membership. Unions are seizing the initiative and are becoming more active and more assertive. Dealing with unions poses unique challenges and requires unique expertise. What is the status of the Employee Free Choice Act (i.e. card check)? Who is most likely to be targeted by union organizers? Hear the latest labor law trends and issues.

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EMPLOYMENT LAW SEMINAR REGISTRATION

Register Today! The all-day seminar includes continental breakfast and lunch. In addition to oral presentations, attendees will receive seminar materials. Cost is only \$85 per person; after April 9, 2010, cost is \$95.

This program has been approved for 4.75 recertification credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI home page at www.hrci.org.



Three Ways to Register:

PHONE: **313.496.7548**
E-MAIL: **herrick@millercanfield.com**
ONLINE: **millercanfield.com/EmploymentLawSeminar**

No refunds will be provided for cancellations within one week prior to Seminar; however, substitutions will be accepted.

Please register by April 20, 2010, for WEST Conference and May 11, 2010, for EAST Conference.

WEST CONFERENCE

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