

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 employment and labor legal curve.

MORNING

- 8:00 – 8:30 Registration and Seating
- 8:30 – 8:45 Welcome
- 8:45 – 9:15 What's Hot in Employment + Labor Law
- 9:15 – 10:00 All About "Obama Care": How to Comply with the Affordable Care Act
- 10:00 – 10:15 Break
- 10:15 – 11:00 Employee Leave Made Easy: A Review of Recent FMLA, ADA and Worker's Compensation Changes
- 11:00 – 11:45 Electronics in the Workplace: We Can't Live With Them, We Can't Live Without Them
- 11:45 – 12:15 Questions and Answers
- 12:15 Lunch

AFTERNOON

- 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. Right-to-Work: The Truth About How It Affects Michigan Employers (2x)
2. By Bridge or Tunnel, You're in a Foreign Land: What Employers Need to Know about U.S./Canada Cross-Border Immigration (2x)
3. Wage + Hour: 5 Critical Ways to Reduce Your Risk (2x)
4. The Trend Toward Legalized Marijuana and How it is Impacting the Workplace – Medical Marijuana and Drug Testing (1x)
5. Weapons in the Workplace: Best Practices for Providing a Safer Workplace (2x)
6. ADA, FMLA and Worker's Compensation – You Know the Basics, Now Follow a Case Study to Learn the Ins and Outs (1x)

AGENDA

8:45 AM **WHAT'S HOT IN EMPLOYMENT + LABOR LAW**

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

From the national discussion on immigration reform to the statewide debate about right-to-work legislation, employment and labor law will be hot in 2013. This general session will provide you with the latest highlights from the courts, legislatures and administrative agencies, as well as a peek into where things might go from here.

9:15 AM **ALL ABOUT "OBAMA CARE": HOW TO COMPLY WITH THE AFFORDABLE CARE ACT**

WEST: Douglas L. Callander **EAST:** Brian M. Schwartz and Douglas L. Callander

Last year, the U.S. Supreme Court upheld the constitutionality of the Affordable Care Act. Most of its provisions are either in place now or will be shortly. This presentation will highlight the major changes of which all employers need to be aware, walk through the implementation timeline and help navigate the new – and evolving – rules and regulations.

10:15 AM **EMPLOYEE LEAVE MADE EASY: A REVIEW OF RECENT FMLA, ADA AND WORKER'S COMPENSATION CHANGES**

Megan P. Norris

If there's one subject we get questions about above all others, it's how to evaluate and/or administer an employee's leave or accommodation request. In this session, Megan, a nationally respected voice on these issues, will bring you up-to-date with the current state of affairs on this ever-evolving topic.

11:00 AM **ELECTRONICS IN THE WORKPLACE: WE CAN'T LIVE WITH THEM, WE CAN'T LIVE WITHOUT THEM**

Adam S. Forman

Technological advances give employees the ability to work from anywhere, raising a host of new legal issues. How have smartphones complicated the employer-employee relationship? Does an employee violate her non-solicitation agreement when she posts about her new job on Facebook? Adam will cover the most important social media, privacy and technology-related legal developments and how they may impact your workplace.

WORKSHOPS

1:15 PM WORKSHOPS

RIGHT-TO-WORK: THE TRUTH ABOUT HOW IT AFFECTS MICHIGAN EMPLOYERS

WEST: Douglas L. Callander and Kurt N. Sherwood **EAST:** Richard J. Seryak and Michelle P. Crockett

SPOILER ALERT: Michigan's new right-to-work legislation will not make unions magically disappear! So what's the big deal? Come find out why these new laws will significantly impact future labor relations within your organization and how you can prepare for the likely changes that will occur.

WAGE + HOUR: 5 CRITICAL WAYS TO REDUCE YOUR RISK

WEST: Leigh M. Schultz **EAST:** Christopher M. Trebilcock and Lavon M. Ammori

The number of Fair Labor Standard Act (FLSA) lawsuits filed against employers hit a record high in 2012, a trend that is expected to continue in 2013. This fact, coupled with the Department of Labor's aggressive FLSA enforcement, can make dealing with wage-and-hour issues a minefield of potential liability. This practical and engaging presentation will cover the best practices and new strategies to ensure compliance so you can keep the lawyers and the Department of Labor at bay.

BY BRIDGE OR TUNNEL, YOU'RE IN A FOREIGN LAND: WHAT EMPLOYERS NEED TO KNOW ABOUT U.S./CANADA CROSS-BORDER IMMIGRATION

Karen A. Phillippi, John M. Jedlinski and Suzanne K. Sukkar

The panel will discuss cross-border immigration issues including NAFTA, business visitors, and inadmissibility from perspectives on each side of the United States and Canadian border.

THE TREND TOWARD LEGALIZED MARIJUANA AND HOW IT IS IMPACTING THE WORKPLACE - MEDICAL MARIJUANA AND DRUG TESTING

Kurt P. McCamman and Chuck T. Oxender, with special guests C. Dennis Simpson, PhD (Western Michigan University) and Charles Dahlinger (Kalamazoo Department of Public Safety)

As the Michigan Medical Marihuana Act approaches its five-year anniversary, this multi-disciplinary presentation will review the state of the law, other legalization efforts and how to address "legal" drug use that affects the workplace. Our attorneys will be joined by an alcohol and drug abuse specialist and a Kalamazoo Dept. of Public Safety officer to discuss how to lawfully recognize the signs of drug use, test employees, and document and discipline those who use drugs.

WEAPONS IN THE WORKPLACE: BEST PRACTICES FOR PROVIDING A SAFER WORKPLACE

WEST: Scott R. Eldridge **EAST:** Jerome R. Watson and M. Misbah Shahid

This panel will address employers' authority and obligations to manage weapons in the workplace, how to craft appropriate workplace policies addressing weapons, and best practices for responding to weapons or threats of violence in the workplace.



2:30 PM WORKSHOPS

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ADA, FMLA AND WORKER'S COMPENSATION – YOU KNOW THE BASICS, NOW FOLLOW A CASE STUDY TO LEARN THE INS AND OUTS

WEST: Kurt N. Sherwood **EAST:** Megan P. Norris

You learned about employee leave and accommodation request changes in the morning session. Now we'll break down an interactive case study to demonstrate some of the nuances we often see in these cases. Don't forget to bring your questions, as we'll weave them into the case study.

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