

HRST

EMPLOYMENT LAW SEMINAR

2026

8:00 AM TO 3:30 PM

KALAMAZOO

RADISSON PLAZA HOTEL AT KALAMAZOO CENTER
100 W. Michigan Ave., Kalamazoo, MI 49007

TUESDAY
APR 21

TROY

MSU MANAGEMENT EDUCATION CENTER
811 W. Square Lake Rd., Troy, MI 48098

TUESDAY
MAY 5

PRESENTED BY

MILLER CANFIELD

GENERAL SCHEDULE

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

MORNING

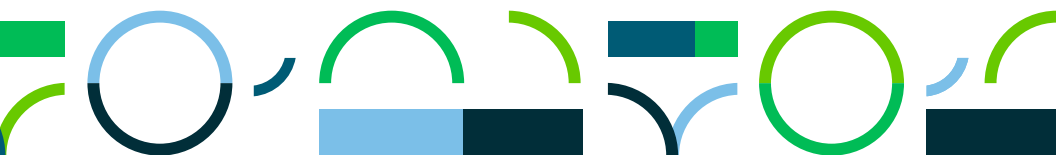
- 8:00 – 8:30** Registration, Continental Breakfast, and Seating
- 8:30 – 8:45** Welcome from the CEO Mike Palizzi
- 8:45 – 9:25** What's Hot in Employment and Labor Law
- 9:25 – 10:45** Practical Advice on Weaponized Policies, HR Myths, and Avoiding Claims
- 10:45 – 11:00** Break
- 11:00 – 12:00** Employment Law Office Hours: HR Q&A

AFTERNOON

- 12:00 – 1:15** Lunch
- 1:15 – 2:15** First Set of Workshops
- 2:15 – 2:30** Break
- 2:30 – 3:30** Second Set of Workshops

WORKSHOPS

1. Assignment of Employee Inventions: Avoiding Ownership Gaps and Litigation Risks (x1)
2. The Evolving Immigration Landscape under the Current Presidential Administration – What You Should Know and How to Prepare (x2)
3. Title VII After *Muldrow*: What Counts as an Adverse Action Now? (x1)
4. ERISA Litigation Update: Key Cases, Trends, and Takeaways (x1)
5. Michigan Workplace Safety – What to Know (x1)
6. Don't Get "Miffed" When Employees Need To Be RIF'd (x1)
7. The 3-Legged Stool: The Overlap Between PTO, the FMLA, and the ADA (x1)
8. The Overtime Squeeze: Navigating the New DOL Salary Thresholds and Hidden FLSA Traps (x1)



AGENDA

8:30 a.m. WELCOME FROM THE CEO MIKE PALIZZI

8:45 a.m. WHAT'S HOT IN EMPLOYMENT AND LABOR LAW

PRESENTERS: Brian Schwartz and Scott Eldridge

This session will look at the newest developments shaping employment and labor law over the past year, including major court decisions, rapidly shifting agency rules, and evolving enforcement priorities at the federal and state levels. We will highlight the regulatory changes that matter most for employers, highlighting what is officially in effect, what has been delayed or blocked, and what is likely to come next.

9:25 a.m. PRACTICAL ADVICE ON WEAPONIZED POLICIES, HR MYTHS, AND AVOIDING CLAIMS

PRESENTERS: Lawrence García and Frances Hollander

Can employees use company policies and employment law to avoid accountability and get special treatment? We examine real-world stories of how ADA language, internal complaint processes, and technicalities are used to stall discipline, muddy investigations, and set up retaliation claims. What is the truth about common misconceptions, like “you cannot fire someone on FMLA” and “an employee cannot complain without using the correct words or forms?” Using real world examples, we separate facts from fiction, bust myths, and promote a better understanding of the law. Participants will walk away with clear, practical guidance on how to spot issues, analyze them properly, and minimize the risk of claims.

10:45 a.m. BREAK

11:00 a.m. EMPLOYMENT LAW OFFICE HOURS: HR Q&A

PRESENTERS: Robert Zielinski and Carrick Craig

MODERATOR: Ahmad Chehab

This interactive Q&A session offers a practical opportunity to ask real-world questions and pressure-test day-to-day decisions with experienced employment counsel. The panel will address participant-submitted questions across the employment-law spectrum, including discipline and investigations, retaliation risk, leave management, wage-and-hour compliance, best practices, and emerging federal and Michigan government enforcement trends. The session is designed to be fast-paced and solutions-oriented, with concise issue spotting, risk frameworks, and recommended next steps that attendees can apply in their workforce. Participants may ask questions live during the session but are encouraged to submit questions in advance to Ahmad Chehab by email at chehab@millercanfield.com.

12:00 p.m. LUNCH

1:15 p.m. WORKSHOPS (4 to choose from)

2:15 p.m. BREAK

2:30 p.m. LATE AFTERNOON WORKSHOPS (5 to choose from)

WORKSHOPS



ASSIGNMENT OF EMPLOYEE INVENTIONS: AVOIDING OWNERSHIP GAPS AND LITIGATION RISKS ONLY AT 1:15

PRESENTERS: Robin Asher and Anita Marinelli

Businesses increasingly rely on innovation developed by employees, yet many employers still operate with outdated and incomplete intellectual property assignment agreements and policies. Issues arise not only when employees attempt to claim personal rights in inventions developed at work, but also when policies fail to address remote work, after-hours development, or use of company equipment. At the same time, a growing number of states are enacting or strengthening statutes that protect employees' rights in independently developed inventions, creating a patchwork of rules that companies with multistate workforces must now navigate. Understanding how these laws interact with contractual assignment provisions is critical to ensuring enforceability and avoiding unintended forfeiture of valuable IP.

THE EVOLVING IMMIGRATION LANDSCAPE UNDER THE CURRENT PRESIDENTIAL ADMINISTRATION – WHAT YOU SHOULD KNOW AND HOW TO PREPARE 1:15 AND 2:30

PRESENTERS: Julianne Cassin Sharp, Chris Dutot, and Rebecca Noeske

Recent changes to immigration policy under the new administration have sparked mass inquiry from the business world into what these changes mean for employers and their workforce. In this timely seminar, our Immigration team will break down the latest regulatory updates, their real-world impact on hiring strategies, and what HR departments can do to stay competitive. Additionally, presenters will cover best practices for preparing your organization for an ICE raid or government audit, ensuring compliance and minimizing risk. Don't miss this essential session designed to help HR professionals navigate the evolving immigration landscape with confidence.

TITLE VII AFTER *MULDROW*: WHAT COUNTS AS AN ADVERSE ACTION NOW? ONLY AT 1:15

PRESENTERS: Ashley Higginson, Sydney Rohlicek, and Libby Munoz-Smith

The Supreme Court's 2024 decision in *Muldrow v. City of St. Louis* reshaped how courts evaluate discrimination claims under Title VII. No longer must an employee show a "significant" or "material" disadvantage. Instead, the employee is expected to satisfy a lower standard: a change in the terms, conditions, or privileges of employment that is non-trivial. This lower threshold opens the door to claims arising from lateral transfers, shift changes, duty reassignments, remote-work limitations, paid administrative leave, schedule reshuffling, and other day-to-day decisions that HR once considered low-risk. This session breaks down what *Muldrow* actually held, how lower courts are applying it, and what HR must do differently to document decisions, evaluate risk, and avoid inadvertent discrimination claims under the newly expanded "adverse action" standard.

ERISA LITIGATION UPDATE: KEY CASES, TRENDS, AND TAKEAWAYS ONLY AT 1:15

PRESENTERS: Brian Gallagher and Katina Gorman

A focused overview of recent ERISA litigation. Expect an analysis of notable court decisions, evolving pleading standards, emerging theories, and practical implications for plan sponsors and fiduciaries.

MICHIGAN WORKPLACE SAFETY – WHAT TO KNOW ONLY AT 2:30

PRESENTERS: Grant Pecor and Kyle Bierlein

What to know about a MIOSHA inspection before it happens. In this session, we will explore the ins and outs of a MIOSHA inspection, what to expect, what is allowed, things you should do, and things to avoid when an investigator arrives on your doorstep. Many employers are unprepared for MIOSHA inspections or how to respond when a workplace accident occurs. Often, these responsibilities may fall on Human Resources, even when a company has an Environmental Health & Safety Team. As a result, this session will help you understand best practices to follow during a MIOSHA inspection. We will also review the reporting and recording requirements all Michigan employers are required to comply with to avoid regulatory violations.

DON'T GET "MIFFED" WHEN EMPLOYEES NEED TO BE RIF'D ONLY AT 2:30

PRESENTERS: Nick Huguelet and Marisa Cook

After a year of tariffs and economic uncertainty, along with the rise of AI and other technologies, many businesses are reevaluating workforce structuring and staffing levels. This section reviews legal requirements when reducing workforces and how to evaluate reductions in force to limit the risk of litigation.

THE 3-LEGGED STOOL: THE OVERLAP BETWEEN PTO, THE FMLA, AND THE ADA ONLY AT 2:30

PRESENTERS: Megan Norris and Eftiola Greco

Any time an employee requests time off for reasons other than scheduled vacation, the employer finds itself navigating a maze of different, but overlapping, laws and policies. How much paid time off does the employee have under the employer's policies? Is the time off covered by the FMLA, and if so, how is that coordinated with the PTO? Is the employee entitled to accommodation pursuant to the ADA? If so, where does that fit with the paid leave and FMLA time? And how does the employer handle the fact that the information an employer is allowed to get varies with the above leaves, along with the Earned Sick Time Act (ESTA)?

THE OVERTIME SQUEEZE: NAVIGATING THE NEW DOL SALARY THRESHOLDS AND HIDDEN FLSA TRAPS ONLY AT 2:30

PRESENTERS: Frances Hollander, Claudia Castre, and Gabrielle Bayne

The Department of Labor's 2025 overtime threshold changes are forcing employers to reclassify employees, adjust pay structures, and rethink workloads at a rapid pace. But the salary level is only the beginning, as missteps in remote-work tracking, automatic meal-break deductions, travel time, off-the-clock messaging, and hybrid scheduling are now driving FLSA claims. This session explains the new rules, breaks down the most common hidden wage-and-hour pitfalls, and gives HR practical tools to prevent misclassification, ensure accurate timekeeping, and protect against audits and collective actions in a shifting regulatory environment.

REGISTER TODAY

PREPAID REGISTRATION REQUIRED

\$100 per person

REGISTER

millercanfield.com/2026HRSpringTraining

QUESTIONS?

Contact Heather Willis | 313.496.7902

willis@millercanfield.com

No refunds will be provided for cancellations within one week of the seminar; however, substitutions will be accepted.

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2026



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More than 100 Miller Canfield attorneys nationally ranked
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in the Law and Women in the Law, Crain's Notable Women
Lawyers in Michigan, DBusiness Top Lawyers*

"They're responsive and very good at keeping
me up to date on my matter. Overall, I'm extremely pleased
with the service they are providing us with."

– Client Endorsement

"They have a deep bench of very knowledgeable
lawyers who also provide prompt turnaround
and overall excellent client service."

– Client Endorsement

"Miller, Canfield, Paddock and Stone offers broad
traditional labor law and employment services to public and
private sector clients, with particular activity for prominent
automotive companies, nonprofits and healthcare organizations.
It exhibits considerable strength in FMLA and ERISA benefits
litigation and counseling. It is also skilled at taking on collective
bargaining mandates and other union-related matters."

– Chambers & Partners

Miller Canfield is the designated Michigan and Polish law firm
in the Employment Law Alliance, an exclusive worldwide
network of elite labor and employment firms.

