

Employ the Best Practices in 2008

Miller Canfield
Annual Employment Law Seminar

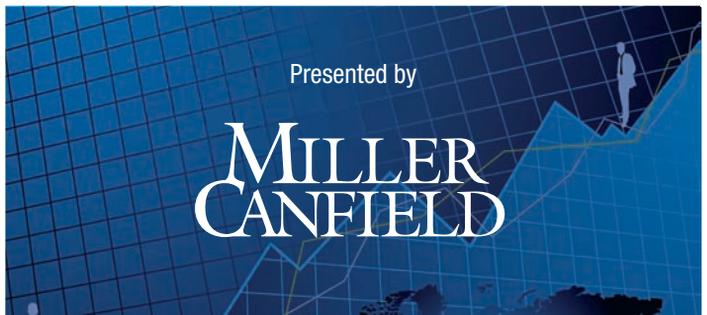
THURSDAY, OCTOBER 23, 2008

MSU Management Education Center, Troy



Presented by

**MILLER
CANFIELD**



MILLER CANFIELD

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IT'S MORE THAN JUST THE LAW.

At Miller Canfield, it's about taking a real interest in your needs and having the expertise and resources to fulfill them.

Today we move at a pace unimaginable when the firm was founded over 150 years ago. Miller Canfield is one of the nation's leading firms in its specialty areas and is Michigan's largest law firm with a legal staff of 450. Michigan offices include locations in Ann Arbor, Detroit, Grand Rapids, Kalamazoo, Lansing, Saginaw and Troy, Michigan, with others in Illinois, Massachusetts, New York, Florida, Canada and Poland. Each year our labor and employment attorneys literally write the book on employment law in Michigan, authoring and editing the Michigan Chamber of Commerce's top-selling, "Employment Law Handbook: Guide for Michigan Employers."

The Employment Law Alliance, a global network of the world's leading labor and employment law firms, designated Miller Canfield as its only Michigan representative. Through this network, clients have instant access to the best labor and employment advice in all 50 states and more than 300 cities around the world.





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

8:30 a.m. Registration and seating

**9:00 a.m. Welcome from Miller Canfield CEO, *Michael W. Hartmann*
Introduction, *Adam S. Forman***

9:00 a.m. Year in Review: Hot Topics, *Linda O. Goldberg and James B. Thelen*

Every year brings change and potential new perils for employers. Our Year in Review will bring you up to date on the latest case law, new statutes and regulations, and proposed legislation.

9:30 a.m. Proposed FMLA Regulations and Potential ADA Amendments, *Megan P. Norris and Saura J. Sahu*

Congress is about to amend the ADA for the first time since its passage in 1990. The FMLA was recently amended for the first time to expand the rights for military service members and their families, and the Department of Labor has finally proposed long-awaited changes to the FMLA's regulations. Come learn how these changes will affect the way you do business.

10:30 a.m. Break

10:45 a.m. Promises and Perils of Living in a Virtual World, *Dave Elchness, Robert T. Zielinski and Adam S. Forman*

Virtual worlds and web3D expert Dave Elchness, founder and CEO of VRWorkplace and GoWeb3D of Boulder, Colorado, and an experienced HR attorney, has witnessed the challenges faced by organizations that struggle to be productive despite distance, cultural differences and tight travel budgets. He will discuss how virtual world technology is about to radically change how we do business across distance. Explore employment issues related to the virtual world, such as training, interviewing and union strikes in "second life." The panel will also demonstrate the role of social networking sites, such as Facebook and Myspace in employment decisions.

11:45 a.m. Q & A, *Miller Canfield Attorneys*

12:00 p.m. Lunch - A Healthy and Productive Workforce

A representative from Weight Watchers, Inc. will discuss the growing wellness revolution. Working people working well = an effective and productive workplace = lower healthcare costs. Smart businesses are taking employee wellness programs beyond first-tier efforts like subsidizing gym memberships. Hear from our expert – and from others in the room – how organizations can "walk the walk" with better lunchroom and event meal options, incentives and resources for improving wellness.

AFTERNOON AGENDA

1:10 p.m. The Role of Witness Statements in Corporate Investigations, *Donna J. Donati, Jennifer L. Sabourin and Dawn E. Marshall*

Learn practical pointers on how to effectively gather the facts necessary to take appropriate, defensible action.

1:10 p.m. Diversity and Inclusion, *Beverly Hall Burns, Michelle P. Crockett and Leigh R. Greden*

Join this interactive presentation on the aftermath and current state of Proposal 2. Learn how the passage of the proposal has impacted or may impact employers that are committed to diversity and inclusion. Also, federal contractors will learn how to use affirmative action plans in their diversity and inclusion efforts.

1:10 p.m. Reductions in Force, Settlements, Severance Packages and other Labor Issues: How Do the New Deferred Compensation Regulations Apply?, *Michael A. Alaimo, Christopher A. McMican and Joseph W. Uhl*

Final Regulations to Section 409A of the Internal Revenue Code have been effective for some time. Any arrangements that may provide for a deferral of compensation—a right to a payment now that is distributed later—need to be in compliance. Among many items, this includes employment, severance and consulting agreements, offer letters, deferred compensation and bonus plans, and excess and supplemental benefit plans. Compliance in operation is already required and all arrangements must be in written compliance by December 31, 2008.

1:10 p.m. Canadian Labour Law Update, *Richard J. Seryak, Doreen E. Snelling and David M. McNevin*

Companies with operations in Canada and the U.S. must pay attention to and abide by each regime's laws. Our team of lawyers from both sides of the border will discuss the differences between the workers' compensation systems in Michigan and Ontario, as well as potential pitfalls and strategies to minimize exposure to potential claims when seeking to reduce the workforce in Canadian facilities. Time will be allocated for questions and answers.

2:10 p.m. Break

2:30 p.m. The Role of Witness Statements in Corporate Investigations, *Donna J. Donati, Jennifer L. Sabourin and Dawn E. Marshall*

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2:30 p.m. Immigration Compliance, *Richard W. Warren, Christopher M. Trebilcock, Robert S. Anderson and Karen A. McAmmond*

There once was a time when governmental immigration audits were rare. Today, employers need to be prepared if and when the government comes knocking. Learn about the current requirements of Form I-9 preparation and retention, internal company audits and government audits.

2:30 p.m. Proposed Employee Friendly Legislation, *John H. Willems, Charles T. Oxender and Brian Schwartz*

The upcoming presidential and congressional elections may radically reform labor and employment laws. Learn how pending legislation could expand union organizing, mandate paid sick leave, and expose employers to more regulation and litigation.

3:30 p.m. Reception, Refreshments and Gift Drawing

REGISTER TODAY! The all-day seminar begins with a continental breakfast and includes lunch. Cost is only \$85 per person; \$65 for each additional attendee from the same company. A complimentary flash drive containing all seminar materials is included in the registration fee. For an additional \$15, you can purchase a hard-copy binder containing all seminar materials. *Register early, as space is limited!*

Register and prepay by October 15, 2008 and receive a \$10 gas card at the seminar!



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EMPLOYMENT LAW SEMINAR REGISTRATION

Organization _____

Name _____

Title _____

Name _____

Title _____

Address _____

City _____ State _____ Zip _____

Telephone _____ Fax _____

E-mail _____

Seminar Binder Yes _____ No _____

If you have special accommodation needs or questions, contact Virginia Herrick at 313.496.7548, or e-mail herrick@millercanfield.com.

Four ways to register:

E-MAIL: herrick@millercanfield.com

FAX: 313.496.8454 Attn: Virginia Herrick

MAIL: Virginia Herrick, Miller Canfield
150 W. Jefferson, Suite 2500
Detroit, MI 48226-4415

ONLINE: millercanfield.com/EmploymentLawSeminar

No refunds will be provided for cancellations after October 16th; however, substitutions will be accepted.

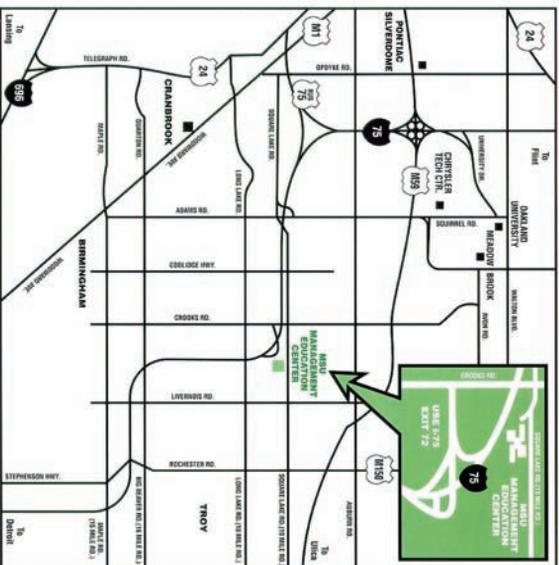
Please register by October 17, 2008.

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.



MSU Management Education Center

811 West Square Lake Road • Troy, MI • (248) 879-2456



The center is accessible from I-75 Crooks exit (#72). At end of exit ramp turn right and go 1/2 mile North on Crooks to Square Lake and head east. The driveway to the MSU Educational Center is the first one on the right side.

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