



HRST 2019

HR SPRING TRAINING

Employment Law Seminar

WEDNESDAY

APRIL 24

WMU Fetzer Center

KALAMAZOO

THURSDAY

MAY 2

MSU Management
Education Center

TROY

Presented by

**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 employment and legal curve.

MORNING

- 8:00 – 8:30** Registration, Continental Breakfast and Seating
- 8:30 – 8:40** Welcome
- 8:40 – 9:30** What's Hot in Employment and Labor Law
- 9:30 – 10:30** Leaves of Absence: PMLA, FMLA, ADA
- 10:30 – 10:45** Break
- 10:45 – 11:45** Internal Investigations
- 11:45 – 12:15** Questions and Answers
- 12:15** Lunch

AFTERNOON

- 1:15 – 2:15** Workshops (six to choose from)
- 2:15 – 2:30** Break
- 2:30 – 3:30** Workshops (six to choose from)

WORKSHOPS

1. Immigration Update (2x)
2. Employee Benefit Plan Compliance: Knowing Your Legal Obligations Now to Avoid Substantial Penalties Later (2x)
3. Hiring Landmines & Best Practices (2x)
4. Saying Goodbye: Structuring Your Company's Termination and Severance Practices to Ensure They Solve Problems and Reduce Litigation (2x)
5. Joint Employment in Today's Workplace (1x)
6. Keeping the Workplace Safe (1x)

AGENDA

8:00 AM **REGISTRATION, CONTINENTAL BREAKFAST AND SEATING**

8:30 AM **WELCOME**

8:40 AM **WHAT'S HOT IN EMPLOYMENT AND LABOR LAW**

WEST: [Kurt Sherwood](#) EAST: [Scott Eldridge](#)

Change is taking place in both Washington and Michigan, as Dems have taken control of the House of Representatives in DC and most high-ranking state offices in Michigan. Michigan also saw an extremely active lame duck legislature in late 2018. What do these changes – with power split between Republicans and Democrats – portend for U.S. and Michigan employers? We'll take a look at recent federal and state activity, including judicial developments, that will and/or could impact employers in the coming year(s).

9:30 AM **LEAVES OF ABSENCE: PMLA, FMLA, ADA**

WEST: [Leigh Schultz](#) EAST: [Megan Norris](#)

For the first time in Michigan's history, employers are required to provide paid time off to workers. We'll offer practical insight into how the state's new Paid Medical Leave Act intersects with the FMLA, ADA, and an employer's existing time off policies.

10:30 AM **BREAK**

10:45 AM **INTERNAL INVESTIGATIONS**

WEST: [Kurt McCamman](#)

EAST: [Brian Schwartz & Kamil Robakiewicz](#)

The importance of fair and objective investigations cannot be overemphasized. We will discuss how employers can conduct relevant, timely and thorough investigations to help build solid legal cases and avoid legal and practical pitfalls.

11:45 AM **QUESTIONS AND ANSWERS**

12:15 PM **LUNCH**

1:15 AND 2:30 PM WORKSHOPS

IMMIGRATION UPDATE

WEST: [Julianne Cassin Sharp & Elizabeth Boyda Baker](#)

EAST: [Julianne Cassin Sharp & Lu \(Kevin\) Wang](#)

Join us for an overview of the most common employment-based visa categories for foreign workers, including H-1B, TN, and L-1, as well as the Permanent Residency (Green Card) process.

EMPLOYEE BENEFIT PLAN COMPLIANCE: KNOWING YOUR LEGAL OBLIGATIONS NOW TO AVOID SUBSTANTIAL PENALTIES LATER

WEST & EAST: [Samantha Kopacz](#)

Mistakes in the creation and administration of employee benefit plans can create administrative headaches and considerable expense for employers. Knowing your compliance obligations with respect to employee benefit plans is a key factor in avoiding costly missteps. We will discuss the ever-changing legal and regulatory landscape associated with employer-sponsored employee benefits plans to help you understand your obligations, now and in the coming year.

HIRING LANDMINES & BEST PRACTICES

WEST: [Sarah Hartman & Nhan Ho](#) **EAST:** [Jennifer Sabourin & Nhan Ho](#)

When it comes to delving into a job candidate's history, it can be hard to know your limits and what you can and cannot do. We will talk about issues including "ban-the-box," interviewing tips, background checks, reference checking, and social media research.

SAYING GOODBYE: STRUCTURING YOUR COMPANY'S TERMINATION AND SEVERANCE PRACTICES TO ENSURE THEY SOLVE PROBLEMS AND REDUCE LITIGATION

WEST & EAST: [Richard Warren & Jessica Pask](#)

Mistakes made when employees leave, either by retirement or termination, can come back to haunt employers. In this session, Richard Warren and Jessica Pask will provide practical, direct advice and guidance about how to properly terminate employees for performance and misconduct issues, how to address retirements and succession planning, reductions in force and severance agreements.

JOINT EMPLOYMENT IN TODAY'S WORKPLACE

ONLY AT 1:15 PM

WEST & EAST: [Robert Zielinski](#)

Think you know who your employees are? Not so fast! The National Labor Relations Board and the courts have recently introduced significant ambiguity regarding when and how you may be considered a joint employer of your contractors, vendors, and even your customers' employees. Join us for an update on recent trends and practical steps to control this potential source of liability.

KEEPING THE WORKPLACE SAFE

ONLY AT 2:30 PM

WEST & EAST: [Misbah Shahid & Jake Hogg](#)

This session covers an employer's authority and responsibilities to manage workplace safety, including policies on drug testing, recreational/medical marijuana use, workplace violence and emergency planning.

**REGISTER
TODAY!**

The all-day seminar includes continental breakfast and lunch.

ADVANCE PREPAID REGISTRATION REQUIRED

\$90 per person

REGISTER

MillerCanfield.com/2019HRSpringTraining

QUESTIONS?

Contact Sandy Bera

248.267.3345 | bera@millercanfield.com

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

**WEST
CONFERENCE**

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» HRCI, SHRM, CLE Credits Pending

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Megan Norris Awarded the State Bar of
Michigan Labor and Employment Law Council 2019
Distinguished Service Award

More than 100 Miller Canfield Attorneys Nationally
Ranked in Leading Referral Guides

– *Chambers USA, Best Lawyers and Super Lawyers*

“Clients laud the group’s responsiveness
and the depth of its resources.”

– *Chambers & Partners, 2018*

Julianne Cassin Sharp Appointed to National Board of Governors
of the American Immigration Lawyers Association

“Miller Canfield provides excellent value
and gets to know the client.”

– *Client Endorsement*

20 Miller Canfield Attorneys Named on
DBusiness Magazine’s Top Lawyers List for 2019

Named in Leading Law Firm Research Firm BTI Consulting’s
“Brand Elite” and “Client Service A-Team” Lists



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