

2024

HRST

employment law seminar

KALAMAZOO

8 AM - 3:30 PM

TUESDAY

APRIL

9th

Radisson Plaza
Hotel at Kalamazoo
Center

TROY

8 AM - 3:30 PM

TUESDAY

MAY 7th

MSU Management
Education Center

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 – 8:40** Welcome from the CEO Michael Palizzi
- 8:40 – 9:25** What's Hot in Employment and Labor Law
- 9:25 – 10:10** Empower and Accommodate: Transforming Disability and Leave Practices
- 10:10 – 10:25** Break
- 10:25 – 11:10** DEI Did Not Die: Reflections on Workplace Diversity After the Supreme Court's Ruling in *Harvard*
- 11:10 – 11:55** Questions and Answers

AFTERNOON

- 12:00 – 1:00** Lunch
- 1:00 – 2:00** Workshops (*seven to choose from*)
- 2:00 – 2:15** Break
- 2:15 – 3:15** Workshops (*four to choose from*)

WORKSHOPS

1. From Allegation to Action: Guiding Principles for Conducting Sexual Harassment Investigations (x1)
2. Immigration Strategies and Updates (x1)
3. Building Bridges: A Beginner's Guide to Management-Union Dynamics in the Private Sector (x1)
4. The AI Revolution: Navigating New Frontiers in Workplace Employment (x2)
5. Polarized Workplaces: Employer Rights in Politically Charged Times (x2)
6. Correcting Overtime and Worker Misclassification Issues Before They Result in Litigation (x2)
7. Tax and Employee Benefits Talk: Frequent Tax Issues Facing HR & Updates on SECURE 2.0 (x2)

HRST

AGENDA

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

8:40 a.m. WHAT'S HOT IN EMPLOYMENT AND LABOR LAW

PRESENTER: Brian Schwartz

Come review the latest changes in the areas of employment law, including a review of the key court decisions impacting employers on a day-to-day basis. The session will also provide an overview of anticipated regulatory actions by the Biden administration and legislative developments at the state and federal level. Finally, the presentation will touch on the potential impact of the upcoming election season, including relevant ballot proposals and changes in the makeup of the Michigan Legislature and Congress.

9:25 a.m. EMPOWER AND ACCOMMODATE: TRANSFORMING DISABILITY AND LEAVE PRACTICES

PRESENTERS: Megan Norris and Deja Davis

Employee requests for leave and accommodations can feel like a complicated alphabet soup of rules, especially when the laws and rules intersect, as often happens with FMLA, PTO, STD, LTD, PMLA, and ADA. We will explore what notice triggers the duty to accommodate and the importance of considering all accommodation options. We will also discuss what we have learned from the EEOC's response to COVID, including answers to questions like: Why does the employer have to keep medical information private, even if everyone knows about an employee's illness?

10:10 a.m. BREAK

10:25 a.m. DEI DID NOT DIE: REFLECTIONS ON WORKPLACE DIVERSITY AFTER THE SUPREME COURT'S RULING IN HARVARD

PRESENTERS: Michelle Crockett and Ashley Higginson

The Supreme Court's ruling in *Students for Fair Admissions Inc (SFFA) v. President and Fellows of Harvard College* has sparked significant discussions and debates surrounding the future of DEI programs in the workplace. As HR professionals, it is crucial to stay informed and up-to-date on these developments to effectively shape and implement inclusive practices within our organizations. This presentation will serve as a platform to explore and better understand the Supreme Court ruling itself by carefully dissecting what the justices did and did not say with respect to DEI versus affirmative action. Building upon that foundation, we will dive into the potential challenges presented by the ruling and explore strategies to maintain and enhance workplace diversity in a legally compliant manner.

Our aim is to empower HR professionals with the knowledge, insight, guidance and tools necessary to navigate the rapidly evolving DEI space so that you are fully equipped to navigate the complex intersection of legal requirements, organizational goals, and societal expectations. Recommendations and practical steps will be provided to assist with maintaining and fostering an inclusive work environment where all employees can thrive.

11:10 p.m. QUESTIONS AND ANSWERS

12:00 p.m. LUNCH

WORKSHOPS

FROM ALLEGATION TO ACTION: GUIDING PRINCIPLES FOR CONDUCTING SEXUAL HARASSMENT INVESTIGATIONS

ONLY AT 1:00 p.m.

PRESENTERS: Jennifer Sabourin and Deja Davis

In this presentation, we will delve into the essential principles and best practices that HR professionals need to know when handling allegations of sexual harassment. We will provide practical guidance on how to navigate the complex landscape of workplace investigations and ensure fairness, objectivity, and legal compliance.

Speakers will share their extensive experience and insights, equipping you with the tools and strategies necessary to conduct thorough and effective investigations. You will learn how to gather evidence, interview witnesses, assess credibility, and make sound decisions based on the findings.

IMMIGRATION STRATEGIES AND UPDATES

ONLY AT 1:00 p.m.

PRESENTERS: Julianne Cassin Sharp, Elizabeth Boyda Baker, and Christopher Dutot

In a world where immigration policies are constantly changing, we will discuss the latest developments and how they impact employers and employees. Topics will include employment-based nonimmigrant classifications, the green card sponsorship process, I-9 and E-Verify, “do’s and don’ts” during hiring and recruitment, and an overview of hot topics and recent changes in immigration law.

BUILDING BRIDGES: A BEGINNER’S GUIDE TO MANAGEMENT-UNION DYNAMICS IN THE PRIVATE SECTOR

ONLY AT 1:00 p.m.

PRESENTERS: Kiffi Ford and Ahmad Chehab

This presentation will delve into the dynamics, challenges, and strategies involved in fostering a productive workplace and harmony between management and unions. It will explore the importance of effective communication, negotiation, and conflict resolution in bridging the gap between these two entities. Additionally, the presentation will highlight the legal framework and regulations that govern management-union interactions in the private sector. By the end of the presentation, attendees will gain valuable insights and practical knowledge on how to navigate and build positive relationships between management and unions, fostering a collaborative and mutually beneficial work environment.

THE AI REVOLUTION: NAVIGATING NEW FRONTIERS IN WORKPLACE EMPLOYMENT

PRESENTERS: Ashley Higginson and Erica Jilek

In this rapidly evolving era of artificial intelligence (AI), it is crucial for HR professionals to understand the impact of AI on the workplace and employment landscape. This presentation will equip HR professionals with the knowledge and tools necessary to navigate the impact of AI and the way we work. Through real-world examples and case studies, we will illustrate how AI is streamlining recruitment, enhancing employee engagement, optimizing performance management, and improving talent retention. Attendees will gain valuable insights into the legal implications and challenges that arise with the integration of AI in HR processes.

The presentation will also address the ethical considerations surrounding AI in the workplace, including the potential biases and discrimination that can arise from AI algorithms and how to mitigate these risks. We will discuss the importance of transparency, fairness, and accountability in AI-driven HR decision-making processes. In addition to the legal and ethical aspects, the presentation will cover the practical implications of AI implementation. HR professionals will gain insights into the skills and competencies required to effectively manage AI-driven systems and ensure a smooth transition for employees. The talk will also provide guidance on developing AI governance frameworks, establishing data privacy protocols, and fostering a culture of trust and collaboration between humans and machines.

POLARIZED WORKPLACES: EMPLOYER RIGHTS IN POLITICALLY CHARGED TIMES

PRESENTERS: Lawrence García and Carrick Craig

Learn how to deal with the challenges faced by employers in managing political discussions and conflicts within the workplace, while ensuring compliance with legal and ethical obligations. We will examine the legal framework surrounding freedom of speech, discrimination, and harassment in the workplace. By understanding the legal boundaries, HR professionals can effectively develop policies and procedures that strike a balance between respecting employees' rights and maintaining a harmonious work environment.

CORRECTING OVERTIME AND WORKER MISCLASSIFICATION ISSUES BEFORE THEY RESULT IN LITIGATION

PRESENTERS: Robert Zielinski and Sydney Rohlicek

Compliance with the FLSA—and the ever-changing guidance surrounding it—remains difficult for employers. Misclassification of workers and overtime pay requirements continue to be a minefield. In this session, we review myths surrounding misclassification, address how to properly classify workers, discuss current regulatory guidance and standards, and consider the obstacles associated with current wage and overtime rules.

TAX AND EMPLOYEE BENEFITS TALK: FREQUENT TAX ISSUES FACING HR & UPDATES ON SECURE 2.0

PRESENTERS: Samantha Kopacz, Brian Gallagher, Christie Galinski, and Jeffrey Golds

HR professionals will gain valuable insights into the frequent tax issues they may face while managing employee benefits. This includes understanding the tax implications of different benefit programs, such as health insurance, retirement plans, and flexible spending accounts. The presentation will also cover general tax topics like employment tax compliance, the Employee Retention Credit, remote worker issues and what to do if you get a notice from the IRS.

Additionally, the presentation will provide updates on SECURE 2.0, a recent federal law that introduces sweeping changes to the rules governing retirement programs. HR professionals will learn about new guidance regarding key provisions of SECURE 2.0 and how it impacts their responsibilities in managing employee benefits. This includes understanding the new compliance requirements, potential tax advantages, and any adjustments needed to ensure compliance with the law.

REGISTER TODAY

PREPAID REGISTRATION REQUIRED

\$100 per person

REGISTER

millercanfield.com/2024HRSpringTraining

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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HRCI, SHRM, CLE CREDITS PENDING



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in Leading Referral Guides and Publications

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advice on any matter and receive sound guidance.”

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commercial awareness, overall value for money, and
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– Client Endorsement

“[T]heir ability to handle sophisticated matters is very strong.
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– Client Endorsement

“The depth and breadth of [the Miller Canfield
Employment and Labor Group], as well as their ability
to handle complex matters, is very strong.”

– Market Commentator; Chambers & Partners

“Top-notch service and follow through.”

– Client Endorsement



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