

HRST 2017

TWO THOUSAND SEVENTEEN

HR SPRING TRAINING

Employment Law Seminar

APR 25

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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** FLSA – What's Happening at the DOL
- 10:30 – 10:45** Break
- 10:45 – 11:45** The EEOC's Recent Focus
- 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. FMLA/ADA (2x)
2. Harnessing the Performance Appraisal Process to Incentivize Good Performance, Minimize Risk, and Build Strong Defenses to Litigation (2x)
3. The Times They Are A Changin': A Radically Different Approach in the New Administration (2x)
4. Scaling the Wall of Immigration (2x)
5. ERISA: Defending Litigation Over Severance and Disability Benefit Claims (1x)
6. Compliance Issues for Federal Contractors & Subcontractors Post-Obama (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**

The new presidential administration means a new Labor secretary, new Supreme Court justice, and a new focus in labor and employment law. We will discuss how the new administration may impact employers and workplace policies and other items for 2017.

9:30 AM **FLSA – WHAT'S HAPPENING AT THE DOL**

WEST: **Leigh Schultz** EAST: **Chris Trebilcock**

A new overtime rule, independent contractors and OSHA...oh my! A new administration brings new issues to the forefront for employers. We will discuss the latest initiatives from the DOL and provide guidance on what you can do to stay ahead of the curve.

10:30 AM **BREAK**

10:45 AM **THE EEOC'S RECENT FOCUS**

WEST: **Kurt McCamman** EAST: **Jennifer Sabourin**

Based on the percentage of harassment charges filed with the EEOC in recent years, the Commission has issued proposed enforcement guidance on workplace harassment. Combined with the Commission's November 2016 updated guidance on national origin discrimination, the EEOC has signaled that more responsibility will be placed on employers to combat national origin and other harassment and discrimination in the workplace. This session will explore best practices for employers along with other recent developments within the EEOC.

11:45 AM **QUESTIONS AND ANSWERS**

12:15 PM **LUNCH**

1:15 AND 2:30 PM WORKSHOPS

FMLA/ADA

WEST: Megan Norris **EAST:** Bob Zielinski

Courts continue to wrestle with the balance between requiring employees to perform the essential functions of the job and complying with the leave requirements of the ADA and FMLA. We will discuss recent court opinions regarding the duty to grant time off and the duty to reassign when an employee can no longer perform the essential functions of the job, as well as the EEOC's recent guidance regarding leave time as an accommodation.

HARNESSING THE PERFORMANCE APPRAISAL PROCESS TO INCENTIVIZE GOOD PERFORMANCE, MINIMIZE RISK, AND BUILD STRONG DEFENSES TO LITIGATION

WEST & EAST: Richard Warren & Kamil Robakiewicz

We will provide recommendations and guidance on steps you should take and policies you should adopt to minimize your risk of a lawsuit, reducing employer risk through effective performance management, how to deal with a problem employee and how to get ready for litigation.

THE TIMES THEY ARE A CHANGIN': A RADICALLY DIFFERENT APPROACH IN THE NEW ADMINISTRATION

WEST: Amy Zdravecky **EAST:** Chuck Oxender

The NLRB is under new leadership. What can employers expect based on the new chair's previous opinions? We'll give you our predictions.

SCALING THE WALL OF IMMIGRATION

WEST & EAST: Rebecca Mancini & Jake Hogg

Immigration has been a hot topic in the new presidential administration. We'll sort fact from fiction and cut through the rhetoric and hype to help you understand changes that may be coming soon to your workplace.

ERISA: DEFENDING LITIGATION OVER SEVERANCE AND DISABILITY BENEFIT CLAIMS ONLY AT 1:15 PM

WEST & EAST: Brian Schwartz

ERISA benefit claims are part of an evolving landscape. We'll review the current litigation landscape, discuss the major issues the courts are grappling with and provide tips for successfully resolving claim disputes.

COMPLIANCE ISSUES FOR FEDERAL CONTRACTORS & SUBCONTRACTORS POST-OBAMA

ONLY AT 2:30 PM

WEST & EAST: Michelle Crockett & Misbah Shahid

What now for federal contractors and subcontractors in the post-Obama era? Come find out about the recent final rules, repeal of Obama executive orders, and application of the new Trump executive orders. What will you need to do to comply?

**REGISTER
TODAY!**

The all-day seminar includes continental breakfast and lunch.

ADVANCE PREPAID REGISTRATION REQUIRED

\$90 per person

REGISTER

MillerCanfield.com/2017HRSpringTraining

QUESTIONS?

Contact Sandy Bera

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

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This program has been submitted for approval for HRCI recertification credits through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI home page at www.hrci.org.

This program has also been submitted for CLE credits.

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Miller Canfield named to “Client Service A-Team 2017”
and “Most Recommended” firms
BTI Consulting Group

First-tier rankings in labor and employment law
U.S. News & World Report

Miller Canfield named among the top 15% of complex employment
litigation firms in America by national ranking organization
BTI Consulting Group

Jennifer Sabourin and Douglas Crim, the only Michigan employment and
labor lawyers, named in *BTI Client Service All Stars for 2017*

Best Lawyers 2017 *Lawyer of the Year* recognition for Megan Norris

Miller Canfield teams with Michigan Chamber to publish
Employment and Labor Law Update

135 LAWYERS IN LEADING REFERRAL GUIDES
Chambers USA, Best Lawyers and Super Lawyers



EMPLOYMENT
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