



2016
HR SPRING
TRAINING

EMPLOYMENT LAW SEMINAR



APRIL 26
WMU Fetzer
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Presented by

**MILLER
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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** Who's the Boss? NLRB Blurs the Line between Staffing Agency and Work Site Client
- 10:30 – 10:45** Break
- 10:45 – 11:45** Sexual Orientation and Gender Identity in the Workplace
- 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. Under the Microscope: DOL Scrutinizing Independent Contractor Status (2x)
2. Are You 'Accommodating' Enough? (2x)
3. (In)security? Are Your Employees' Electronic Devices Putting Your Sensitive Data at Risk? (2x)
4. Pocket Squares vs. Blue Jeans: How to Deal with the Generational Mosh Pit (2x)
5. They Said WHAT? Where to Draw the Line on Regulating Employee Speech and Activities (2x)

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**

From continuing health care reform, to increasingly union-friendly rules, to a new definition of "joint employer," it's been a whirlwind year of change in employment and labor law. Find out what's happening, what's on the near horizon, and how your workplace will be affected.

9:30 AM WHO'S THE BOSS? NLRB BLURS THE LINE BETWEEN STAFFING AGENCY AND WORK SITE CLIENT

WEST & EAST: **Chris Trebilcock**

In August, the NLRB turned a 30-year-old rule on its head, changing and expanding the definition of joint employment, holding companies accountable for practices of staffing agencies and contractors they work with. Find out how the blurring of the lines between employer and staffing agency could impact your workplace, and identify the driving force behind these efforts at the federal level.

10:30 AM BREAK

10:45 AM SEXUAL ORIENTATION AND GENDER IDENTITY IN THE WORKPLACE

WEST: **Leigh Schultz** EAST: **Jennifer Sabourin**

In 2015, the EEOC took the position that gender identity and sexual orientation are protected classifications under Title VII. Recent cases, proposed legislation and OSHA guidance have impacted the workplace, expanded sex discrimination protection and updates rules on disparate treatment based on personal appearance and dress in the workplace. We'll focus on what these changes mean now, and what they could mean for the future of your workplace.

11:45 AM QUESTIONS AND ANSWERS

12:15 PM LUNCH

1:15 AND 2:30 PM WORKSHOPS

UNDER THE MICROSCOPE: DOL SCRUTINIZING INDEPENDENT CONTRACTOR STATUS

WEST: James Boufides **EAST:** Brian Schwartz & Mike Alaimo

The Department of Labor has been cracking down on misclassification of employees as independent contractors and focusing increased scrutiny on whether workplace arrangements are client/contractor, or employer/employee. If you believe you're a client, but the DOL determines you're an employer, you could face having to pay a big bill that includes back wages, overtime and damages. Learn how to prepare and defend yourself if the DOL comes knocking.

ARE YOU 'ACCOMMODATING' ENOUGH?

WEST & EAST: Megan Norris

We'll discuss the ever-changing landscape of workplace accommodations, the definition of disability, and what is expected of employers when it comes to telecommuting, wellness programs, attendance policies, accommodations for pregnant workers and other accessibility issues.

(IN)SECURITY? ARE YOUR EMPLOYEES' ELECTRONIC DEVICES PUTTING YOUR SENSITIVE DATA AT RISK?

WEST: Kurt McCamman **EAST:** Rich Warren

BYOD (bring your own device) to work is here to stay. For employers, that's a good thing ... and a bad thing. It's great that workers want the ability to check work email and messages during off-business hours, and remain in contact with the office whether they're at work, on their way, at lunch or working remotely.

But at the same time, barely a week goes by without news of a big, terrifying and expensive data breach at a large company, organization or government agency. Employers are rightfully concerned about protecting their sensitive information, and in exercising extreme caution in doing so. This session will include a discussion of legal risks created by employees who take company electronic information in and out of the workplace, ways to mitigate or eliminate those risks, and creating policies and procedures that protect company and customer information while allowing employees to accomplish business goals.

POCKET SQUARES VS. BLUE JEANS: HOW TO DEAL WITH THE GENERATIONAL MOSH PIT

WEST & EAST: John Willems & Misbah Shahid

More than ever the workplace brings together multiple generations who grew up under different circumstances and with different world views – various age segments of Baby Boomers, Gen-Xers and Millennials. Potentially conflicting ideals, ambitions, lifestyles and stages of life – as well as stereotyping by each group of the other – are brought to the workplace and pose both organizational, productivity and potential legal challenges for employers. This workshop focuses on the underlying issues and proposes concepts and policy approaches that will assist in addressing these challenges.

THEY SAID WHAT? WHERE TO DRAW THE LINE ON REGULATING EMPLOYEE SPEECH AND ACTIVITIES

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

Can you stop your employees from trash talking the boss on social media? Can your employees go on strike to protest their wages, even when there is no union involved? Can you require your employees to pursue their claims against you in arbitration instead of court? Learn what you can and cannot do when it comes to regulating employee speech and activities.

REGISTER TODAY!

The all-day seminar includes continental breakfast and lunch.

ADVANCE PREPAID REGISTRATION REQUIRED

\$90 per person

REGISTER

millercanfield.com/HRSpringTraining

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.

WEST CONFERENCE

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

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