

HR SPRING TRAINING

Employment Law Seminar

Featuring the Latest Trends and
Best Practices in Employment Law

2015

■ APRIL 28

WMU FETZER CENTER
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■ MAY 12

MSU MANAGEMENT
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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 labor legal curve.

MORNING

- 8:00 – 8:30** Registration and Seating
- 8:30 – 8:40** Welcome
- 8:40 – 9:30** What's Hot in Employment and Labor Law
- 9:30 – 10:30** The NLRB's Game-Changing Moves
- 10:30 – 10:45** Break
- 10:45 – 11:45** ADA: What's Happened, What's Happening and What's Coming
- 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. Lying, Cheating, and Stealing: What the DOL Really Thinks About Your Pay Practices (2x)
2. When Talkers Walk: Preventing and Defending Whistleblower Claims (2x)
3. Obamacare, Health Plan Documents, ERISA and Wellness Plans – Did You Think It Was Going To Be Easy? (2x)
4. Hiring and Firing Under the EEOC's Current Agenda (2x)
5. Red, White and You Too? Best Methods for Employers to Implement Existing Policy and Planned Reform Actions to Employ Foreign Workers (1x)
6. Safeguarding Your Competitive Advantage (1x)

AGENDA

8:30 AM WELCOME

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

WEST: Kurt Sherwood EAST: Michelle Crockett

So you think you know everything about regulating your workplace? Think again! Come find out what the Obama Administration, Congress, our state leaders and the courts have been up to this year. One thing is certain – the employment landscape continues to change.

9:30 AM THE NLRB'S GAME-CHANGING MOVES

WEST: Doug Callander & Amy Zdravecky EAST: Adam Forman & Amy Zdravecky

A whirlwind of NLRB activity at the end of 2014 has resulted in dramatic changes for both union-represented and non-union employers. In this session, Doug, Adam and Amy will review the NLRB's recent decisions on protected concerted activity, social media, and use of employer e-mail systems, and will discuss the NLRB's newly adopted expedited election rules.

10:30 AM BREAK

10:45 AM ADA: WHAT'S HAPPENED, WHAT'S HAPPENING AND WHAT'S COMING

Megan Norris

Megan will discuss the continuing developments of the definition of "disability," the EEOC's position regarding pregnancy, wellness programs (what's allowed, what's not allowed, and what the EEOC thinks), performance issues, misconduct issues including drugs, alcohol and attendance, and other accommodation issues including website accessibility.

11:45 AM QUESTIONS AND ANSWERS

12:15 PM LUNCH

1:15 AND 2:30 PM WORKSHOPS

LYING, CHEATING, AND STEALING: WHAT THE DOL REALLY THINKS ABOUT YOUR PAY PRACTICES

WEST: Leigh Schultz **EAST:** Michael Alaimo & Chris Trebilcock

The Fair Labor Standards Act and state wage-and-hour laws can be an employer's worst nightmare. You never know when a federal or state investigator will come knocking at your door or when an employee, or group of employees, will file a lawsuit seeking back wages and overtime plus liquidated damages. And, of course, they want you to pay attorneys' fees. Michael, Chris and Leigh will explain how to conduct an internal wage-and-hour audit so that you can be best prepared to defend yourself if you are investigated or sued.

WHEN TALKERS WALK: PREVENTING AND DEFENDING WHISTLEBLOWER CLAIMS

WEST: Kurt McCamman **EAST:** Brian Schwartz & Misbah Shahid

In recent years, employees have increasingly filed lawsuits relying upon statutes that provide protections for employees who file complaints. This session will provide an overview of the various state and federal whistleblowing provisions as well as best practices to avoid whistleblower claims and being tripped up by a complaining employee.

OBAMACARE, HEALTH PLAN DOCUMENTS, ERISA AND WELLNESS PLANS – DID YOU THINK IT WAS GOING TO BE EASY?

WEST & EAST: Chris McMican

You know the fundamentals of Obamacare. Come listen to current issues employers are addressing, including why plan documents are so important and why ERISA still provides the basis for health plan compliance. Chris will also discuss the wave of the future: wellness plans and how to keep them compliant under the regulations and what happens if they are not. The landscape for cafeteria plans, cash-in-lieu benefits, discrimination testing, and providing (or not providing) same-sex benefits will round out the discussion.

HIRING AND FIRING UNDER THE EEOC'S CURRENT AGENDA

WEST: Saura Sahu & James Boufides **EAST:** Jennifer Sabourin

The process in which employers hire and fire employees has come under increased scrutiny by the EEOC in recent years. This session will explore new developments involving the Commission's challenges to criminal background checks, credit checks and other applicant screening methods. We will also review the EEOC's aggressive litigation tactics when challenging the terms and conditions of separation agreements, waivers and releases. Saura, James and Jennifer will discuss best practices to ensure compliance and avoid litigation.

RED, WHITE AND YOU TOO? BEST METHODS FOR EMPLOYERS TO IMPLEMENT EXISTING POLICY AND PLANNED REFORM ACTIONS TO EMPLOY FOREIGN WORKERS

ONLY AT 1:15 PM **WEST:** Sarah Robison **EAST:** Rebecca Mancini

In late 2014, President Obama announced executive action that would significantly impact employment and investment-based immigration. Plans to roll out various directives of the proposed legislative reform will influence U.S. businesses in 2015 and the years to come. In this session, our immigration experts will review current issues related to various nonimmigrant work visa classifications and discuss the employer's role in hiring and retaining foreign talent. Also, we will explain how employers can take effective measures to prepare for the impact of executive action reform on business immigration issues and practice.

SAFEGUARDING YOUR COMPETITIVE ADVANTAGE

ONLY AT 2:30 PM **WEST & EAST:** Richard Warren & David King

There is arguably nothing more important to a company's long-term viability than protecting its intellectual property, internal procedures and other important confidential data. This session covers what information an employer may want to protect, how to lawfully do so, the consequences for failing to do so, and pitfalls to avoid in this technologically driven world.

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

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

Fetzer Center, Western Michigan University
2350 Business Court
Kalamazoo, Michigan 49008
269.387.3232 | FetzerCenter.com

■ EAST CONFERENCE

MSU Management Education Center
811 West Square Lake Road
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This program has been approved for 5.25 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.

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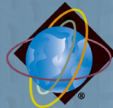
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