



HRST 2020

HR SPRING TRAINING

Employment Law Seminar



TUESDAY
APRIL 21

WMU Fetzer Center
KALAMAZOO

TUESDAY
MAY 5

MSU Management
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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** Getting Paid: Recent Changes in Employee Compensation
- 10:30 – 10:45** Break
- 10:45 – 11:45** **WEST SIDE:** Current Trends in Employment Discrimination, Harassment, and Retaliation Claims
EAST SIDE: Immigration Strategies and Updates
- 11:45 – 12:15** Questions and Answers

AFTERNOON

- 12:15 – 1:15** Lunch
- 1:15 – 2:15** Workshops (six to choose from)
- 2:15 – 2:30** Break
- 2:30 – 3:30** Workshops (six to choose from)

WORKSHOPS

- WEST:** Immigration Strategies and Updates (x2)
- EAST:** Current Trends in Employment Discrimination, Harassment, and Retaliation Claims (x2)
- Why Every Employer – Union and Non-Union Alike – Needs to Pay Attention to Recent Developments at the NLRB (x2)
- Difficult Conversations with Difficult Employees (x2)
- Out of Office: Leave Laws Revisited (x2)
- When They're Off the Clock: Marijuana, Drug Testing, Monitoring Off-Duty Conduct, and More... (x1)
- On An Island: Special Concerns for Small Businesses / HR Departments (x1)

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

Republicans control the state legislature while Democrats control the state executive branch. On the federal level, the Democrat controlled House continues to battle with both the Republican controlled White House and Senate. What does all this divisiveness portend for Michigan employers? We'll take a look at federal and state legislative and judicial developments/issues that will be 'hot' in 2020.

9:30 AM **GETTING PAID: RECENT CHANGES IN EMPLOYEE COMPENSATION**

WEST: Leigh Schultz **EAST:** Brian Schwartz

When it comes to employee compensation, the one thing that is constant is change. We'll talk about the DOL's final overtime rule, new opinion letters from the DOL on the FLSA, recent court opinions regarding travel time and break periods, and other changes that might be coming in the near future.

10:30 AM **BREAK**

10:45 AM **WEST SIDE
CURRENT TRENDS IN EMPLOYMENT DISCRIMINATION,
HARASSMENT, AND RETALIATION CLAIMS**

Kurt McCamman & Sarah Hartman

We will discuss updates and trends in employment discrimination, harassment, and retaliation laws, as well as offering practical, real-world solutions to the issues employers face today.

**EAST SIDE
IMMIGRATION STRATEGIES AND UPDATES**

Julianne Cassin Sharp, Elizabeth Boyda Baker & Kevin Wang

Join us for a discussion on immigration strategies and updates toward obtaining and retaining a diverse workforce.

11:45 AM **QUESTIONS AND ANSWERS**

12:15 PM **LUNCH**

1:15 AND 2:30 PM WORKSHOPS

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WEST: Julianne Cassin Sharp, Elizabeth Boyda Baker & Kevin Wang

Join us for a discussion on immigration strategies and updates toward obtaining and retaining a diverse workforce.

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WHY EVERY EMPLOYER – UNION AND NON-UNION ALIKE – NEEDS TO PAY ATTENTION TO RECENT DEVELOPMENTS IN THE NLRB

WEST & EAST: Robert Zielinski & Marcus McCray

The NLRB has taken an employer-friendly turn in recent months, but that does not mean you can just forget about them. We will share the news, both good and bad, and discuss how recent board decisions and rule changes may affect your workplace.

DIFFICULT CONVERSATIONS WITH DIFFICULT EMPLOYEES

WEST & EAST: Jennifer Sabourin & Ashley Higginson

Every company has them – problem employees. Join us for a hypothetically driven walkthrough on how to deal with the most persistently problematic employees!

OUT OF OFFICE: LEAVE LAWS REVISITED

WEST & EAST: Megan Norris & Nhan Ho

There's a reason the FMLA is often called the "Friday Monday Leave Act." And now we have alphabet soup with the DOJ, FMLA, ADA and PMLA. We will discuss recent opinions from the DOJ and tricky topics such as coordinating statutory leave with paid time off, revising policies to comply with the PMLA with as few changes to your existing practice as possible, and how to challenge suspicious requests for leave.

WHEN THEY'RE OFF THE CLOCK: MARIJUANA, DRUG TESTING, MONITORING OFF-DUTY CONDUCT, AND MORE...

WEST & EAST: Kamil Robakiewicz & Jacob Hogg

Recreational marijuana has been legal in Michigan for more than a year. We will look at how it has - and has not - changed the workplace. Discussion will include drug policies and testing considerations, as well as the pros and cons of monitoring employees' conduct when they are not at work, on social media and beyond.

ON AN ISLAND: SPECIAL CONCERNS FOR SMALL BUSINESSES/HR DEPARTMENTS

WEST & EAST: Richard Warren & Jessica Pask

Half of all employees in the U.S. work for small businesses, yet sometimes it seems that all the focus is on large employers. We will speak directly to small businesses and HR departments about which laws do, and do not, apply to them, the dangers of multitasking payroll and HR, and how to address investigations and other emergencies with a lean human resources department.



REGISTER TODAY

This all-day seminar includes continental breakfast and lunch.

ADVANCE PREPAID REGISTRATION REQUIRED

\$90 per person

REGISTER

MillerCanfield.com/2020HRSpringTraining

QUESTIONS?

Contact Sandy Bera

248.267.3345 | bera@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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Employment and Labor Group Deputy Leader Jennifer Sabourin Elected
in 2019 as a Fellow in the College of Labor and Employment Lawyers



“They’re first-rate. It is the first firm I think of for most
labor and employment matters.”

– *Client Endorsement*



BTI Consulting Named Miller Canfield a 2020 Standout
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the Law, Crain’s Notable Women Lawyers in Michigan*



“I feel like [Miller Canfield’s Employment and Labor Group] really
sees us as a partner and are invested in our success.”

– *Client Endorsement*



Miller Canfield Named to *Forbes’* 2020 List of Top Law Firms



Sixty Miller Canfield Attorneys Listed in *DBusiness Magazine’s*
Top Lawyers List for 2020



Miller Canfield Is the Sole Michigan Firm to Earn Top Honors from
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