



HRST 2020

HR SPRING TRAINING

Employment Law Seminar



WEDNESDAY,
SEPTEMBER 9

WEBINAR

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

8:30 – 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 Immigration Strategies and Updates

11:45 – 12:15 Questions and Answers

AFTERNOON

12:15 – 12:45 Lunch Break

12:45 – 3:00 Workshops (six to choose from)

WORKSHOPS

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)

Reopening Business in the Midst of COVID-19 Pandemic: What Strategies Employers Need to Consider (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

8:30 AM **WELCOME**

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

PRESENTED BY: 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**

PRESENTED BY: Leigh Schultz & 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 **IMMIGRATION STRATEGIES AND UPDATES**

PRESENTED BY: 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**

12:45 PM **WORKSHOPS**

12:45 AND 2:00 PM WORKSHOPS

CURRENT TRENDS IN EMPLOYMENT DISCRIMINATION, HARASSMENT, AND RETALIATION CLAIMS

PRESENTED BY: 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.

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

PRESENTED BY: 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

PRESENTED BY: 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!

REOPENING BUSINESS IN THE MIDST OF COVID-19 PANDEMIC: WHAT STRATEGIES EMPLOYERS NEED TO CONSIDER

PRESENTED BY: Megan Norris & Nhan Ho

Businesses throughout Michigan have reopened or are preparing to reopen, and employers have questions about how to bring employees back to the workplace and avoid legal missteps when they do. We'll discuss applicable guidelines, what steps need to be taken before reopening and how to keep the workplace safe and healthy after workers return, what to do if a worker gets sick, which policies may need to be revised in the wake of COVID-19, as well as what to do if employees refuse to return to the job.

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

12:45 PM ONLY

PRESENTED BY: 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 **2:00 PM ONLY**

PRESENTED BY: Richard Warren

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 will be presented via webinar.

ADVANCE PREPAID REGISTRATION REQUIRED

\$50 per person

REGISTER

https://us02web.zoom.us/webinar/register/WN_SNw6M3NLQPGFRT8lvDDVpg

QUESTIONS?

Contact Joanne Theisen

734.323.1581 | theisen@millercanfield.com

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



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2020

8:30 - 3:30 pm



HRCI, SHRM, CLE Credits Pending

MILLER CANFIELD

millercanfield.com/2020HRSpringTraining

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 Firm for Superior Client Relationships



Miller Canfield Recognized as a Leader for Gender-Neutral Family Leave Policy



More than 100 Miller Canfield Attorneys Nationally Ranked in Leading Referral Guides and Publications

– *Chambers USA, Best Lawyers, Super Lawyers, Michigan Lawyers Weekly Leaders in the Law and Women in 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 National Inclusion and Diversity Incubator Diversity Lab



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