



HR SPRING TRAINING

2014 ANNUAL

EMPLOYMENT LAW SEMINAR

Featuring the Latest Trends and
Best Practices in Employment Law

WEST CONFERENCE

TUESDAY
APRIL 29

WMU Fetzer Center,
Kalamazoo

EAST CONFERENCE

TUESDAY
MAY 13

MSU Management
Education Center, 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 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 Four Issues of the Employment Apocalypse
- 10:30 – 10:45 Break
- 10:45 – 11:45 Blurred Lines: Managing Employees Who Tweet a Twerk While at Work
- 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. The Affordable Care Act: What's Going On in the Workplace, the Marketplace and the Government? (2x)
2. Anatomy of a Discrimination Case – From Internal Complaint to the Filing of a Lawsuit or Charge (2x)
3. Is Anybody Coming To Work Today? (2x)
4. Avoiding the Wage-and-Hour Blues (2x)
5. Immigration Strategy: Attracting and Retaining Foreign Talent (1x)
6. Everything You Need to Know About Labor Law But Were Afraid to Ask (1x)

MORNING AGENDA

8:30 AM WELCOME

Michael P. McGee, CEO

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

WEST: Kurt N. Sherwood and Leigh M. Schultz **EAST:** Saura J. Sahu
From the White House to the State House, things are changing every day for employers. Mid-term elections make the climate even more uncertain. In this year-in-review, you'll get highlights on what the Obama Administration, Congress, the state and the courts have been up to in their disputes over regulation of the workplace.

9:30 AM THE FOUR ISSUES OF THE EMPLOYMENT APOCALYPSE

WEST: Douglas L. Callander, Kurt N. Sherwood, Kurt P. McCaman, and Leigh M. Schultz **EAST:** Jerome R. Watson, Richard W. Warren, Christopher M. Trebilcock, and Scott R. Eldridge

Okay, so maybe they aren't quite as important as Conquest, War, Famine and Death, but a panel of our finest employment gurus will discuss what we believe to be the top four boiling employment issues for 2014.

10:30 AM BREAK

10:45 AM BLURRED LINES: MANAGING EMPLOYEES WHO TWEET A TWERK WHILE AT WORK

Adam S. Forman

Adam's back to update you on the most recent developments relating to employees' use of technology in the workplace. Is a Facebook "like" protected conduct? When does a tweet or post trigger your duty to take prompt remedial action? In a BYOD world, do you have an obligation to preserve and produce electronic data from your employee's personal devices? How do you do so if the content auto-deletes? Adam will address this and more, including the NLRB's most current views on social media and the National Labor Relations Act, high profile social media misconduct cases and methods employers are using to try and grapple with this continually emerging area.

11:45 AM QUESTIONS AND ANSWERS

AFTERNOON WORKSHOPS

1:15 AND 2:30 PM WORKSHOPS

THE AFFORDABLE CARE ACT: WHAT'S GOING ON IN THE WORKPLACE, THE MARKETPLACE AND THE GOVERNMENT?

WEST: Douglas L. Callander and Jennifer Hammond of Rose Street Advisors

EAST: Brian M. Schwartz and Kenneth J. Sachs

A fresh look at the realities of the Affordable Care Act as it exists right now. What's going on in the marketplace with coverage and costs? What are employers doing with the new taxes and notice requirements? What's the going rate for coverage on the Exchange and who's using it? How have the Regulations changed in the last 12 months?

ANATOMY OF A DISCRIMINATION CASE – FROM INTERNAL COMPLAINT TO THE FILING OF A LAWSUIT OR CHARGE

WEST: Kurt P. McCamman and James D. Boufides **EAST:** Jennifer L. Sabourin

Every complaint of workplace discrimination must be taken seriously. In many situations, employers have an affirmative duty to take prompt, remedial action to ensure that it stops any unlawful conduct and prevents such conduct in the future. This session will take you through the best practices of receiving and investigating complaints, preserving employee morale along the way and protecting your company from retaliation charges resulting from the complaint.

IS ANYBODY COMING TO WORK TODAY?

WEST: Leigh M. Schultz **EAST:** Megan P. Norris

Everything you need to know about absenteeism policies, attendance incentives, coordinating leaves under the ADA, FMLA, WDCA, LTD, STD, and any other acronyms you can think of, how to handle part-time employment, what questions you can ask, when you are allowed to require documentation, and what to do about health care and other benefits when employees are on leave.

AVOIDING THE WAGE-AND-HOUR BLUES

WEST: Kurt N. Sherwood **EAST:** Michael A. Alaimo and M. Misbah Shahid

Find out about the most important and recent developments in the wage-and-hour world. Learn what Department of Labor investigators are looking for and discover the red flags that tend to attract the unwanted attention of the DOL. Also, discover what type of wage-and-hour claims get the attention of plaintiffs' lawyers and what you can do to keep your company from becoming their next lawsuit.

IMMIGRATION STRATEGY: ATTRACTING AND RETAINING FOREIGN TALENT

RUNNING ONLY AT 1:15 PM Robert S. Anderson and Suzanne K. Sukkar

Employing foreign nationals can be an important part of your business plan. We'll discuss how to hire foreign nationals, including students; what visa categories are available; what to do when the H-1B cap is met; reimbursement agreements for green cards; long-term strategies for retention; and the overall importance of immigration compliance.

EVERYTHING YOU NEED TO KNOW ABOUT LABOR LAW BUT WERE AFRAID TO ASK

RUNNING ONLY AT 2:30 PM Charles T. Oxender

Chuck will provide an update on recent developments in labor law, including the Michigan Right-to-Work statutes and other legislation, recent NLRB rule-making activity and current hot issues before MERC and the NLRB.

REGISTRATION

REGISTER TODAY!

The all-day seminar includes continental breakfast and lunch.

ADVANCE PREPAID REGISTRATION REQUIRED

\$85 (by April 15 Kalamazoo; April 29 Troy)

\$95 (after April 15 Kalamazoo; April 29 Troy)

REGISTER

millercanfield.com/HRSpringTraining

QUESTIONS?

Contact Virginia Herrick

313.496.7548 | herrick@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

Troy, Michigan 48098

248.879.2456 | MECTroy.com



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.

MILLER CANFIELD

millercanfield.com/HRSpringTraining

TOP 18 NATIONALLY

"Standout in Complex Labor Litigation"

"Fearsome Four Honor Roll"

Employment and Labor Litigation

BTI Litigation Outlook 2014

A national survey of corporate counsel

NATIONAL FIRST-TIER RANKING

"Labor Law-Management"

U.S. News and World Report's "Best Law Firms" 2014

"The most complete ... practice."

Chambers USA 2013



**EMPLOYMENT
LAW ALLIANCE®**
Helping Employers Worldwide®

The designated law firm
for Michigan and Poland