

HR

2018

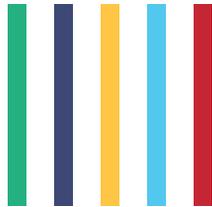
SPRING TRAINING

Employment Law Seminar



APRIL 24TH

WMU FETZER CENTER
Kalamazoo



PRESENTED BY

MILLER
CANFIELD



MAY 8TH

MSU MANAGEMENT
EDUCATION CENTER
Troy



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** FMLA – Back to Basics, ADA, Leave Requests
- 10:30 – 10:45** Break
- 10:45 – 11:45** The #METOO Movement – What Should an Employer Do?
- 11:45 – 12:15** Questions and Answers
- 12:15** Lunch

AFTERNOON

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

WORKSHOPS

1. Employment Issues in the Millennial Age (2x)
2. NLRB/PERA Update (2x)
3. All Things Immigration (2x)
4. Diversity & Inclusion in the Workplace (2x)
5. Managing Whistleblowers, Charge Filers, and Other Do-Gooders (1x)
6. Employment Agreements (1x)

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

When a new administration moves into the White House, changes are bound to occur. Now, a little more than one year into President Trump's first term, we'll take a look at where we are and where we think we're headed. How are President Trump and a Republican Congress reshaping the federal judiciary, federal agencies, the workplace, etc., and how will these changes impact employers in the future?

9:30 AM **FMLA – BACK TO BASICS, ADA, LEAVE REQUESTS**

WEST & EAST: Megan Norris

When employees miss work due to chronic illness or disability, are you certain you know the employer's and employee's rights and responsibilities related to leave requests? This primer covers best practices to help you comply with the regulatory web at the intersection of ADA, FMLA and employee leave.

10:30 AM **BREAK**

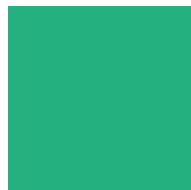
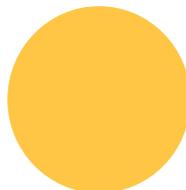
10:45 AM **THE #METOO MOVEMENT – WHAT SHOULD AN
EMPLOYER DO?**

WEST: Leigh Schultz EAST: Jennifer Sabourin

In recent months, the #MeToo movement has raised questions about employers and their role in preventing sexual harassment and discrimination, protecting workers, and ensuring fairness in compensation. We'll offer insights into how to be proactive in the workplace and how to promptly and appropriately respond in the wake of increased sexual harassment and sex discrimination claims.

11:45 AM **QUESTIONS AND ANSWERS**

12:15 PM **LUNCH**





1:15 AND 2:30 PM WORKSHOPS

EMPLOYMENT ISSUES IN THE MILLENNIAL AGE

WEST & EAST: John Willems & Misbah Shahid

With the Baby Boomer Generation heading into retirement, the Millennial Generation getting on their career paths, and Gen Xers stuck in the middle managing all of them, there is plenty of room for misunderstanding and misconception. We help you sort out the issues surrounding professionalism and expectations, flexible work, careerism, technology, retention, social media and data security in this interesting conversation about Employment in the Millennial Age.

NLRB/PERA UPDATE

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

We'll cover major changes relating to the composition and decisions of the National Labor Relations Board and recent administrative opinions involving the Michigan Public Employment Relations Act, and discuss their impact on employers and unions, now and in the future.

ALL THINGS IMMIGRATION

WEST & EAST: Rebecca Mancini & Jake Hogg

As Congress and the White House sort out what immigration reform should look like, HR professionals don't want to be caught off-guard. We will help you identify immigration issues to address now and in the near future.

DIVERSITY & INCLUSION IN THE WORKPLACE

WEST & EAST: Michelle Crockett

We all know we should be trying to achieve it – but how do we go about doing so? How do we overcome those implicit biases we all inherently possess? There's no one magic bullet! However, it is not only possible, but necessary, if you want to remain relevant and viable in today's global market. Come learn about current issues impacting our ability to create diverse and inclusive environments as well as best practices that will help you sustain them going forward.

MANAGING WHISTLEBLOWERS, CHARGE FILERS, AND OTHER DO-GOODERS

ONLY AT 1:15 PM

WEST & EAST: Bob Zielinski & Kamil Robakiewicz

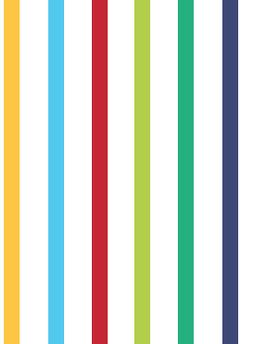
Minor employee complaints or unfounded accusations have the potential to blossom into high exposure, expensive retaliation claims. We'll review legal parameters and offer practical advice to help you avoid turning your disgruntled employee into a successful retaliation plaintiff.

EMPLOYMENT AGREEMENTS

ONLY AT 2:30 PM

WEST: Kurt McCamman & Jessica Pask **EAST:** Brian Schwartz & Jessica Pask

How enforceable are your pre- and post-employment agreements? From non-competes, non-solicitation and confidentiality agreements to arbitration clauses, and the difference between just cause and at-will employment, we'll discuss the essentials in enforceable employment agreements.



REGISTER TODAY

The all-day seminar includes continental breakfast and lunch.

ADVANCE PREPAID REGISTRATION REQUIRED

\$90 per person



REGISTER

MillerCanfield.com/2018HRSpringTraining

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
Troy, Michigan 48098

248.879.2456 / MECTroy.com



HRCI, SHRM, CLE
Credits Pending

MILLER CANFIELD

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Megan Norris and Michelle Crockett Named in
'Notable Women Lawyers in Michigan'

– *Crain's Detroit Business*

Nationally Ranked

– *U.S. News & World Report's 'Best Law Firms'*

"Practical, Timely and Cost-Effective Approach"

– *Chambers & Partners, 2017*

24 'Best Lawyers' National Rankings for Labor Law,
Employment Law, and Labor and Employment Litigation

"Miller Canfield is Super-Practical and Proficient.
I'd Recommend Them in a Heartbeat."

– *Client Endorsement*

135 Lawyers in Leading Referral Guides

– *Chambers USA, Best Lawyers, Super Lawyers and European Experts*

Miller Canfield Teams with Michigan Chamber of Commerce
to Publish Employment and Labor Law Update



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Michigan and Poland

