

US Employment Law

Tuesday, 11 November 2008
Guoman Hotel, Charing Cross, London

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Administration

VENUE

Guoman Charing Cross, The Strand, London WC2N 5HX
Tel. 020 7839 7282

FEE

£549 + VAT (£96.08) = £645.08 per delegate for bookings received by 5 September 2008 – SAVE £50!

£599 + VAT (£104.83) = £703.83 per delegate
£250 (zero VAT) documentation only

If you are a charity, work in a law firm of 10 partners or less, or are making a group booking, please contact Sarah Wells on 020 7347 3553 to discuss the discounts available.

Your one-day fee includes attendance, refreshments, lunch and seminar documentation. Full payment, including VAT must be received prior to the seminar. Please post a cheque for the full amount with your completed registration form or complete the credit card payment details. Once payment has been received a VAT invoice/receipt will be issued.

OUR CONFIRMATION OF YOUR BOOKING

All bookings will be acknowledged in writing within five working days of receipt and joining instructions (final conference details and a venue location map) will be emailed to delegates approximately two weeks before the event. Please telephone the Bookings Enquiries line immediately:

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- if you have not received your joining instructions five days before the event

ADDITIONAL REQUIREMENTS

If you have any additional needs or any particular dietary requirements, we are happy to help where possible. Please contact us with details. Vegetarians will be catered for.

CERTIFICATE OF ATTENDANCE

A certificate is available on request, following your attendance at this seminar, as a record of your training and development.

ACCOMMODATION

Venuehunt offer a free service co-ordinating reduced rate hotel accommodation for delegates attending our courses. Tel: 01722 500 675
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This programme is correct at time of going to press. However, we reserve the right to alter or cancel the programme due to circumstances beyond our control.

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US Employment Law

Practical guidance from leading US employment lawyers

Tuesday 11 November 2008
Guoman Hotel, Charing Cross,
London



Chaired by:

PAUL CALLAGHAN
Partner, Taylor Wessing

Distinguished speakers:

MICHAEL ROYAL
Partner, Fisher & Phillips LLP

JEREMY ROTH
Managing Shareholder,
Littler Mendelson

MICHAEL ROSEN
Partner, Foley Hoag LLP

VANESSA KELLY
Partner, Schwartz Kelly LLC

DENNIS MCCLELLAND
Partner, Phelps Dunbar LLP

RICHARD WARREN
Attorney, Miller, Canfield,
Paddock and Stone PLC

Seminar highlights:

- The US employment law system and how it compares
- US statutory employment claims including: discrimination, class actions and wage / hour laws
- Merger and acquisition issues in the US
- The US approach to employee benefits, leaves of absence and other employment relationship issues

Please circulate to:

Employment lawyers (Partners, Associates, Solicitors, Barristers, In-house Legal Advisers) and Senior HR Professionals

BOOK TODAY tel +44 (0)20 7347 3573

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www.conferencesandtraining.com/uslaw

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Tuesday 11 November 2008 • Guoman Charing Cross

MEET YOUR SEMINAR LEADERS

PAUL CALLAGHAN is an employment law Partner at Taylor Wessing LLP. He has many years' experience advising US companies doing business in Europe. He regularly speaks in both the UK and the US and writes the American Bar Association's Guide to UK Employment Law. He is also the European Editor of the ABA's International Employment Law Newsletter.

MICHAEL ROYAL is a Partner at Fisher & Phillips LLP (Dallas office). He has extensive expertise in advising international clients in a variety of labour, employment and unfair competition matters. He has significant trial and arbitration experience in the retail, financial services, energy, building, heavy manufacturing, janitorial, logistics and transportation industries. He is routinely retained by large and small employers as the "go to" lawyer for complex employment litigation matters in state and federal court.

JEREMY ROTH is the Managing Shareholder at Littler Mendelson (San Diego office). His practice, defending employers, is divided between the defence of wage / hour collective and class actions as well as individual harassment and discrimination claims. He is frequently quoted, on employment law issues, in *The Wall Street Journal*, *National Law Journal*, *Los Angeles Daily Journal* and *San Diego Daily Transcript*. He represents employers ranging from small organizations to Fortune 50 companies.

MICHAEL ROSEN is a Partner at Foley Hoag LLP (Boston office). He advises companies and litigates disputes regarding all aspects of US employment law, including wage and hour issues, discrimination, harassment, employment contracts, redundancies and employee benefits issues. He has particular expertise in the area of restrictive covenants and authors the Massachusetts Noncompete Law Blog.

VANESSA KELLY is a Partner at Schwartz Kelly LLC. She has expertise in advising on a variety of employment law matters, including terminations, misconduct, protecting the business, and dispute resolution. She performs of workplace investigations for employers and advises on the investigation process and remedial measures. She has considerable experience of defending employment claims in state and federal courts and is an experienced trial lawyer having conducted both jury and bench trials.

DENNIS MCCLELLAND is a Partner at Phelps Dunbar LLP (Tampa office). His practice focuses on representing employers in almost all aspects of labour and employment law. Dennis has represented a broad range of employers in the financial services sector, retail, hospitality, healthcare, transportation and manufacturing industries, in relation to employment claims, in particular: discrimination, wage / hour laws, family and medical leave, union-management relations, employee benefits, and various employment related torts.

RICHARD WARREN is an attorney at Miller, Canfield, Paddock and Stone, PLC, (Detroit office). He specialises in complex class action litigation, including the defence of retiree health benefit claims and discrimination claims and advises employers regularly on hiring, dismissing and disciplining employees. He co-authored *I Heard It Through the Grapevine: Evidentiary Challenges in Racially Hostile Work Environment Litigation* published in *The Labor Lawyer*. He regularly speaks on discrimination law issues as well as on complex and class action law suits.

Everything you need to know in a "hands on" environment

This intensive one day programme has been designed with US employment law specialists to provide practical guidance on:

- The key aspects of US employment law
- Including US statutory employment claims
- Issues to be aware of when buying a US business
- Issues arising during the employment relationship
- Enforcing post-termination restrictions in the US
- Trade union issues in the US

In a global market place, UK employment lawyers are working with Americans increasingly and also have British clients who acquire businesses in the US. This conference will be invaluable for those who work with Americans, or who are looking to increase their understanding of their expectations. The seminar will enable UK lawyers to demonstrate a basic knowledge of US employment law when dealing with British clients considering buying entities in the US.

Who is the seminar for?

The seminar is designed for practitioners in employment law who are familiar with advising on employment law matters in the UK but not in relation to US employment law. The seminar will assume little or no knowledge of the US employment law system. In-house legal advisers and senior HR professionals who are looking for guidance on how the US employment law system works will also find this seminar beneficial.

PROGRAMME – Tuesday 11 November 2008

Seminar schedule

09:00	Registration
09:30	Seminar starts
13:00	Lunch
14:00	Afternoon session begins
16:30	Seminar ends

Morning coffee and afternoon tea will be taken at convenient intervals throughout the day

In the chair:

PAUL CALLAGHAN, Taylor Wessing

5 key areas explored during the day:

SECTION 1:

Introduction to the US legal system

- The US legal system: Federal, state and local law structure
- The US employment law system – jury trials etc

MICHAEL ROYAL, Fisher & Phillips LLP

SECTION 2:

US statutory employment claims

- At will employment etc
- Discrimination claims
- Class actions
- Wage and hour laws

JEREMY ROTH, Littler Mendelson

DENNIS MCCLELLAND, Phelps Dunbar LLP

SECTION 3:

Buying a US business

- Merger and acquisition issues
- Immigration issues
- Reductions in force

MICHAEL ROYAL, Fisher & Phillips LLP

MICHAEL ROSEN, Foley, Hoag LLP

SECTION 4:

Issues that arise during the employment relationship

Examining the issues that arise including:

- Employee benefits
- Leaves of absence
- Trade union issues

VANESSA KELLY, Schwartz Kelly LLC

RICHARD WARREN, Miller, Cranfield, Paddock and Stone PLC

SECTION 5:

Post termination restrictions

- Non competes etc
- Enforcing UK judgments re non-competes in the US

MICHAEL ROSEN, Foley, Hoag LLP

VANESSA KELLY, Schwartz Kelly LLC

Cross Border European Employment Law on 12 November 2008, Guoman Hotel, Charing Cross, London

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Special discounts available for those who attend both the **US Employment Law** and **Cross Border European Employment Law**.

For more details contact Sarah Wells on 020 7347 3553.

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