

DEVELOPMENTS IN LABOR AND EMPLOYMENT LAW

The Trumbull Marriott
Trumbull, CT
April 20, 2017

- 8:00 a.m. - 8:30 a.m. **Registration and Continental Breakfast**
- 8:30 a.m. - 8:35 a.m. **Welcome and Introduction**
Jon Orleans, Chair, Labor & Employment Practice
- 8:35 a.m. - 9:25 a.m. **What to Expect from the Connecticut General Assembly in 2017**
Representative Steven J. Stafstrom, Jr.
Steve will discuss proposed legislation affecting Connecticut employers, including minimum wage, unemployment compensation reform, and, of course, the budget.
- 9:30 a.m. - 10:05 a.m. **Key Provisions of Your Employee Handbook**
Joshua Hawks-Ladds and Martha Royston
What every Employee Handbook must include today, including a discussion of social media policies and NLRB pronouncements.
- 10:05 a.m. - 10:40 a.m. **How to Comply with FLSA and Connecticut Wage and Hour Law**
Jon Orleans and Karen Jeffers
An update on the “white collar” overtime exemptions; independent contractors; what counts as “working time;” and other current wage-hour issues.
- 10:40 a.m. – 10:50 a.m. **BREAK**
- 10:50 a.m. - 11:30 a.m. **Breakout Sessions I**
Breakout A: Keeping your Retirement Plans Compliant: How to Find and Fix Mistakes Before the IRS Does
George Kasper and Nancy Lapera
We will discuss plan document and operational compliance problems commonly found in public and private sector employer plans, and IRS methods for correction. We will also provide a brief update on the status of the DOL Fiduciary Rule.
Breakout B: Labor Negotiations
Steve Sedor and John Shea
Trends and strategies in collective bargaining in Connecticut, particularly with regard to insurance benefits in the public sector, and practical tips to ensure that employers can succeed at the negotiating table without causing unnecessary strife in the workplace.

11:35 a.m. - 12:15 p.m.

Breakout Sessions II

Breakout C: The Impact of Opioids in the Workplace: Updating Your Drug-Free Workplace and Drug Testing Policies

Megan Carannante and Rachel Ginsburg

The epidemic of opioid addiction has consequences in the workplace as well as in society at large. Learn what you can do to protect your business and assist troubled employees.

Breakout D: ADA, FMLA, Workers Compensation

Michael LaVelle and Melinda Kaufman

Lawyers call these laws the “Bermuda Triangle” for employers. We will answer your questions and discuss best practices regarding disability, pregnancy, FMLA, and workers’ compensation leaves.

12:15 p.m. – 12:30 p.m.

BREAK – LUNCH IS SERVED

12:30 p.m. – 1:30 p.m.

Lunch Presentation: The “60-Minute Drill”

Department Members

While you eat your lunch, hear 5 short presentations on “hot” topics:

- Transgender Employees [*Zach Schurin*]
- Protecting Your Intellectual Property Through Employment Agreements [*Adam Mocchiolo*]
- Paid Sick Leave [*Megan Carannante*]
- Job Applications & Background Checks [*Joshua Hawks-Ladds*]
- EEOC Sex Harassment Guidelines [*Margaret Bartiromo*]

1:30 p.m. – 2:30 p.m.

OPTIONAL - Breakout Sessions III

Stay after lunch for a deeper dive into a more advanced topic.

Breakout E: Workplace Investigations

Adam Mocchiolo and Mike McKeon?

Strategies and techniques for conducting, and for determining who should conduct, investigations of workplace misbehavior.

Breakout F: Incentive Compensation & Executive Compensation

Andy Glassman and Sharon Freilich

Andy and Sharon will discuss the structuring of employment relationships for executive and management level employees, touching on the advisability of employment contracts and the structuring of such contracts, the various compensation and incentive compensation programs used by companies, and associated considerations for deferred compensation, including compliance with IRC Section 409A.