

**NEW DEVELOPMENTS IN LABOR & EMPLOYMENT LAW**  
**Thursday, December 11, 2014**

The Hartford Club  
46 Prospect Street  
Hartford, CT 06103

8:00-8:30 a.m. – Registration and Continental Breakfast

8:30-8:35 a.m. – Welcome and Introduction - Joshua A. Hawks-Ladds, Chair Labor & Employment and Employee Benefits Department

8:35 -9:15 a.m. – **Keynote Speaker - Pete Gioia, Chief Economist, Connecticut Business and Industry Association**

Update on economic trends and the impact of recent elections on Connecticut business and the labor market.

9:15-9:45 a.m. – **Developments in Department of Labor Wage Enforcement**

The U.S. Department of Labor’s “Misclassification Initiative” has resulted in cooperation between the DOL and the Internal Revenue Service (IRS) on ferreting out misclassification of employees. This initiative, as well as the Connecticut DOL’s parallel program, has created significant legal exposure for employers. Learn what you can do to prepare for a DOL investigation of your business. Also learn about how misclassification of employees can impact your employee benefit plans.

*Jonathan B. Orleans, John P. Shea*

9:45 - 10:15 a.m. – **Drug Testing Employees and Dealing with Medical Marijuana**

An update on state regulations and how legalized medical marijuana will impact employers.

*Rachel L. Ginsburg, Megan Y. Carannante*

10:15- 10:25 a.m. – Break

10:25 - 11:00 a.m. – **The Affordable Care Act’s Employer Mandate kicks in January 1, 2015; Are you ready?**

Despite the highly-publicized delay in implementation of one provision of the Affordable Care Act, there are many other provisions that are taking effect and must be tackled. In other words, it is full steam ahead on health care reform. Are you ready? What are you missing? What is left to be done? This presentation will provide human resources and office personnel with a checklist of tasks that must be accomplished to get into compliance, and tips for doing so.

*George J. Kasper, Sharon K. Freilich, Nancy D. Lapera*

11:00 -11:30 a.m.– **Update on FMLA Issues and New Pregnancy Leave Guidance**

We will discuss important decisions and changes to state and federal laws relating to pregnancy leave as well as Family and Medical Leave Requirements.

*Andrew C. Glassman, Joshua A. Hawks-Ladds*

11:30-12:00 p.m. – **Responding to the CHRO and EEOC Discrimination Charges**

We will demystify the state and federal investigation processes and explain our best practices for responding to a discrimination complaint with the state and federal agencies.

*Robert C. Hinton, Michael N. LaVelle*

12 – 1 PM - **Lunch and Plenary Session: 2014 Year in Review and 2015 Labor & Employment Trends**

*Richard C. Robinson, Adam S. Mocchiolo*

