

**NEW DEVELOPMENTS IN LABOR & EMPLOYMENT LAW
December 3, 2015**

The Sheraton Hartford South
Rocky Hill, CT

- 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 Law and Employee Benefits Department
- 8:35 -9:15 a.m. **The Economic State of the State** – *Peter Gioia*, Vice President and Economist, Connecticut Business and Industry Association (CBIA)
- 9:15-9:40 a.m. **Untangling the Knot of FMLA, ADA and Workers’ Compensation** - How to handle complex leave issues and reasonably accommodate employees under state and federal law.
Robert C. Hinton, Rachel L. Ginsburg
- 9:40 - 10:05 a.m. **The Misclassification Trap: The Latest Developments on Overtime Rules and the Meaning of “Employee”** - New overtime rules and the Administrator’s Interpretation on the employee/independent contractor distinction.
Jon B. Orleans
- 10:05 - 10:15 a.m. **BREAK**
- 10:15 – 10:45 a.m. **The Affordable Care Act – Are You in Compliance?**
Sharon K. Freilich, George J. Kasper
- 10:50 – 11:20 a.m. **Breakout Sessions I**
- A – Employee Handbooks, Social Media and the Latest from the NLRB**
Best practices for employee handbooks, with an emphasis on compliance with NLRB rulings on social media policies, nondisparagement policies, etc.
Michael N. LaVelle, Megan Y. Carannante
- B – Prevailing Wage Compliance for Public Entities and Contractors**
Must your public works contract comply with the Prevailing Wage laws? Find out in this session.
Joshua A. Hawks-Ladds

11:25 – 11:55 a.m.

Breakout Sessions II

A - Employee Free Speech in Private and Public Employment

How Connecticut is different from most other states and federal law.

John P. Shea Jr., Zachary D. Schurin

B – Advanced Labor Negotiations

Best Practices and Tactics for a successful labor negotiation

Stephen M. Sedor, Don F. Houston

12:00 – 1:00

Lunch Presentation: Maintaining and Disclosing Public and Private Personnel Records

Mark J. Sommaruga, Susan L. Scott