

NEW DEVELOPMENTS IN LABOR & EMPLOYMENT LAW
MARCH 14, 2013

Norwalk Inn
99 East Avenue, Norwalk, CT

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

8:30-8:35 a.m. – Welcome and Introduction - *Joshua Hawks-Ladds*

8:35 -9:15 a.m. – The Department of Labor’s “Misclassification Initiative” – the Current Legal Trends; How Employers Can Protect Themselves

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 how misclassification of employees can impact your employee benefit plans.

Jonathan Orleans, Nancy Lapera

9:15-9:45 a.m. – The Impact of Legalized Medical Marijuana on Connecticut Employers

An update on state regulations and how legalized medical marijuana will affect employers and the workplace.

Rachel Ginsburg, Megan Carannante

9:45 -10:00 a.m. – Break

10:00-10:45 a.m. – Health Care Reform: What Employers Need to Know Now

Despite the highly-publicized delays in implementation of some provisions of the Affordable Care Act, there are many 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 practical strategies for compliance.

George Kasper, Sharon Freilich, William Connon

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10:45 -11:30 a.m.– A Panel Discussion on 2014 Legal Trends

We will discuss important court decisions and changes to state and federal laws relating to employment, including changes to Connecticut's minimum wage laws and Personnel Files Act. Other topics include accommodating transgender and transsexual employees; bullying cases since *Martin v. Miami Dolphins*; complying with the ADAAA and the latest in social media issues at work.
Michael LaVelle, Susan Scott, Richard Robinson, Zach Schurin

11:30-11:55 p.m. – Quick Topic: Update on Immigration Laws

Immigration reform will continue to be a key issue in this year's Congress. Hear the very latest on immigration reform and the practical implications for employers.

Adam Mocchiolo

12:00 p.m. – 1:00 p.m. – Lunch & Keynote Speaker: The Affordable Care Act—A View from Ground Zero

Paul Lambert, Partner, 360 Corporate Benefit Advisors