



Pulling Together. Succeeding Together.

Meeting Today's Employment Challenges: Practical Solutions to Complex Workplace Problems

Employment Law today is constantly changing and growing ever more complex. But there are solutions. Pullman & Comley is pleased to present a complimentary half-day program that will offer practical, real-world answers to the myriad labor and employment law issues facing Connecticut businesses. We are pleased to have **Chris Bruhl, President and CEO of the Business Council of Fairfield County**, as our breakfast speaker and **Deputy Labor Commissioner Dennis Murphy** as our lunch speaker.

Between those presentations, Pullman & Comley's employment lawyers will provide programs addressing the latest federal and state legal issues impacting the workplace. This program will cut through the complexities, provide insights into how the laws directly impact your business and offer practical suggestions that will help you implement necessary changes for your organization.

Date:

Thursday, December 1, 2011

Location:

Doubletree Hilton Norwalk
789 Connecticut Avenue, Norwalk, CT 06103
(203) 853-3477

Time:

8:00 a.m. - 1:30 p.m.

Program:

Registration - 8:00 a.m. - 8:30 a.m.
Presentations - 8:30 a.m. - 12:30 p.m.
Lunch with Keynote Speaker - 12:30 p.m. - 1:30 p.m.

RSVP:

seminar@pullcom.com
(203) 330-2059

Space is limited, so please pre-register for this event.

Agenda

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

8:30 a.m. - 9:00 a.m. - Welcome and Plenary Speaker: **Chris Bruhl, President and CEO of the Business Council of Fairfield County**

9:00 a.m. - 9:45 a.m. - **Everything You Need to Know About Developments from the Last Year**

- Connecticut Legislative Developments (including the latest on Paid Sick Leave)
- U.S. Supreme Court Cases
- CT Supreme Court Cases
- New Administrative Regulations (ADA, GINA) FMLA?

Presenters: [Joshua A. Hawks-Ladds](#), [Daniel A. Schwartz](#), [Tiffany Kouri Spinella](#)

9:45 a.m. - 9:50 a.m. - Q&A

9:50 a.m. -10:45 a.m. - **The Two Worker Classification Issues Every Employer Must Address**

- Independent Contractor vs. Employee
- Exempt vs. Non-Exempt Employee
- What to do if you are contacted by the State or Federal Department of Labor

Presenters: [Jonathan B. Orleans](#), [Andrew C. Glassman](#)

10:45 a.m. - 10:50 a.m. - Q&A

10:50 a.m. - 11:40 a.m. - Papers, Please: **Are Your Documents In Order?**

- Non-Competes and Restrictive Covenants
- FMLA Certifications
- Hiring Documentation including I-9s
- Immigration Issues

Presenters: [Richard C. Robinson](#), [Megan Y. Carannante](#), [Adam S. Mocchiolo](#)

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11:40 a.m. - 11:45 a.m. - Q&A

11:45 a.m. - 12:30 p.m. - **To Friend or Not to Friend: Technology and the Workplace**

- Use of Social Media in the Workplace
- Social Media Best Practices and Guidelines
- Labor Law Implications
- Data Privacy

Presenters: [Daniel A. Schwartz](#), [Michael N. LaVelle](#)

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12:30 p.m. - 1:30 p.m. - Lunch and Keynote Speaker: **Dennis Murphy, Deputy Commissioner, Connecticut Department of Labor**