

NEW DEVELOPMENTS IN LABOR & EMPLOYMENT LAW
March 18, 2015

Norwalk Inn & Conference Center
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*, Chair Labor & Employment and Employee Benefits Department

8:35 -9:15 a.m. – **Entrepreneurship is The New Women’s Movement** – *Fran Pastore, President & CEO, Women’s Business Development Council*

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 Orleans, John Shea

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

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

Rachel Ginsburg, Megan Carannante

10:15 - 10:25 a.m. – Break

10:25 - 11:00 a.m. – **The Affordable Care Act – Are You in Compliance?**

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 Kasper, Sharon Freilich

NEW DEVELOPMENTS IN LABOR & EMPLOYMENT LAW
March 18, 2015

11:00 -11:30 a.m. – **Responding to a Retaliation, Discrimination or Harassment Claim**

We will update the status of the law on retaliation claims, and demystify the state and federal investigation processes and explain our best practices for responding to a discrimination complaint with the state and federal agencies, as well as internal investigation best practices.

Robert Hinton, Michael LaVelle

11:30 – 12:00 p.m. - **New Developments in OFCCP Compliance for Federal Contractors**

In 2014, the administration announced the “Fair Pay and Safe Workplaces” executive order – a set of new OFCCP requirements covering areas of law outside of the office’s traditional mandate of equal employment opportunity. Get an introduction to the new rules on past labor law history of federal contractors, use of arbitration clauses in employment agreements, paycheck information. Also learn how to properly respond to an OFCCP audit.

Adam Mocchiolo, Joshua Hawks-Ladds

12:00 - 1:00 p.m. – Lunch and Networking