

## DEVELOPMENTS IN LABOR AND EMPLOYMENT LAW

The Trumbull Marriott  
Trumbull, CT  
April 20, 2017

- 8:00 a.m. - 8:30 a.m.     **Registration and Continental Breakfast**
- 8:30 a.m. - 8:35 a.m.     **Welcome and Introduction**  
*Jon Orleans, Chair, Labor & Employment Section*
- 8:35 a.m. - 9:25 a.m.     **What to Expect from the Connecticut General Assembly in 2017**  
***Representative Steven J. Stafstrom, Jr.***  
Representative Stafstrom will discuss proposed legislation affecting Connecticut employers, including minimum wage, unemployment compensation reform, and, of course, the budget.
- 9:30 a.m. - 10:05 a.m.    **Key Provisions of Your Employee Handbook**  
*Martha Royston and John Shea*  
What every Employee Handbook should include, including a discussion of social media policies and NLRB pronouncements.
- 10:05 a.m. - 10:40 a.m.   **How to Comply with FLSA and Connecticut Wage and Hour Law**  
*Karen Jeffers and Jon Orleans*  
An update on the “white collar” overtime exemptions; joint employment; what counts as “working time;” and other current wage-hour issues.
- 10:40 a.m. – 10:50 a.m.   **BREAK**
- 10:50 a.m. - 11:30 a.m.   **Breakout Sessions I**  
**Breakout A: Employee Benefit Plan Compliance in the Era of Major Health and Tax Reform**  
*Sharon Freilich and George Kasper*  
A discussion of 2017 compliance issues for both retirement and welfare benefit plans, including Qualified Small Employer Health Reimbursement Arrangements, current ACA compliance requirements, Section 403(b) Plan Document requirements, takeaways from recent plan fee litigation, and the status of the DOL Fiduciary Rule.
- Breakout B: Labor Negotiations**  
*Steve Sedor and Mark Sommaruga*  
Trends and strategies in collective bargaining in Connecticut, particularly with regard to insurance benefits in the public sector, and practical tips to ensure that employers can succeed at the negotiating table without causing unnecessary strife in the workplace.

11:35 a.m. - 12:15 p.m.

## **Breakout Sessions II**

### **Breakout C: Opioids and Other Drugs in the Workplace**

*Megan Carannante and Rachel Ginsburg*

We will discuss the epidemic of opioid addiction and its consequences in the workplace, as well as federal and state rules regarding drug testing. Learn what you can do to protect your business and assist troubled employees.

### **Breakout D: ADA, FMLA, Workers' Compensation**

*Melinda Kaufmann and Michael LaVelle*

Lawyers call these laws the “Bermuda Triangle” for employers. We will answer your questions and discuss best practices regarding disability, pregnancy, FMLA, and workers’ compensation leaves.

12:15 p.m. – 12:30 p.m.

## **BREAK – LUNCH IS SERVED**

12:30 p.m. – 1:30 p.m.

### **Lunch Presentation: The “60-Minute Drill”**

*Department Members*

While you eat your lunch, hear 5 short presentations on “hot” topics:

- Transgender Employees [*Zach Schurin*]
- Paid Sick Leave [*Megan Carannante*]
- Job Applications & Background Checks [*Joshua Hawks-Ladds*]
- EEOC Harassment Guidance [*Margaret Bartiromo*]
- New Case Law on Independent Contractors [*Jon Orleans*]

1:30 p.m. – 2:30 p.m.

## **Breakout Sessions III**

Stay after lunch for a deeper dive into a more advanced topic.

### **Breakout E: Workplace Investigations**

*Joshua Hawks-Ladds and Mike McKeon*

Strategies and techniques for conducting, and for determining who should conduct, investigations of workplace misbehavior.

### **Breakout F: Incentive Compensation & Executive Compensation**

*Andy Glassman, Nancy Lapera, and Rob Morris*

We will discuss the structuring of employment relationships for executive and management level employees, touching on the advisability of employment contracts and the structuring of such contracts, the various compensation and incentive compensation programs used by companies, and associated considerations for deferred compensation, including compliance with IRC Section 409A.