

## New Developments in Labor & Employment Law

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April 29, 2016

We are pleased to announce Pullman & Comley's Spring Labor & Employment Law seminar for public and private sector employers, offering key insights on the labor and employment law issues facing you in 2016.

**April 29, 2016**  
**The Trumbull Marriott**  
**180 Hawley Lane**  
**Trumbull, CT 06611**

The seminar agenda was as follows:

8:00 a.m. - 8:30 a.m. - **Registration & Continental Breakfast**

8:30 a.m. - 8:35 a.m. - **Welcome and Introduction** - *Joshua A. Hawks-Ladds, Chair, Labor, Employment Law and Employee Benefits Department*

8:35 a.m. - 9:30 a.m. - **Fairfield County: Lifeboat or Launch Pad?**

*Christopher P. Bruhl, President & CEO, The Business Council of Fairfield County*

*A data-driven overview of our region's major trends, with special emphasis on implications for human capital leaders and advisors.*

9:30 a.m. - 10:10 a.m. - **Your Retirement Plan and the Department of Labor's New "Fiduciary Rule"** -

*Nancy D. Lapera, George J. Kasper*

*Breaking News: The U.S. Department of Labor's new Fiduciary Rule is here. Employers and plan fiduciaries must understand and adapt to the new rule to avoid breach of fiduciary duty claims. We will discuss what the new rule means for employers, plan fiduciaries, and participants.*

10:10 a.m. - 10:20 a.m. - **Break**

10:20 a.m. - 11:00 a.m. - **Workplace Harassment: A Mini-Training Session** - *Joshua A. Hawks-Ladds*

*Preventing, investigating, and remedying workplace harassment and discrimination is essential for all employers. This session will focus on best practices for avoiding and dealing with harassment and discrimination claims.*

11:05 a.m. - 11:45 a.m. - **Breakout Sessions I**

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**Breakout I: FMLA, ADA and Workers' Compensation** - Michael N. LaVelle, Rachel L. Ginsburg  
*Navigating the overlapping rules for employee absences and leave rights.*

**Breakout II: The Do's and Don'ts of Hiring and Firing** - Robert C. Hinton  
*How to hire and fire employees with minimal exposure to legal claims.*

11:50 a.m. - 12:30 p.m. - **Breakout Sessions II**

**Breakout I: Legal Challenges Facing Small Employers** - Jonathan B. Orleans, Adam S. Mocchiolo  
*A grab-bag of topics: overtime pay, use of independent contractors, immigration compliance, and hot-button issues in employee handbooks. Plenty of time for questions and answers.*

**Breakout II - Trends in Public Sector Collective Bargaining** - Donald F. Houston, Stephen M. Sedor  
*Key issues and trends in collective bargaining negotiations and agreements with school board, municipal, and state employees.*

12:30 p.m. - 1:30 p.m. - **Lunch Presentation: Legislative Developments Affecting Employers** - Mark J. Sommaruga, Zachary D. Schurin  
*An update on the status and potential impact of proposed legislation from the 2016 session of the Connecticut General Assembly that may affect employers.*

## Professionals

Megan Youngling Carannante

William R. Connon

Sharon Kowal Freilich

Andrew C. Glassman

Joshua A. Hawks-Ladds

Robert C. Hinton

George J. Kasper

Michael P. McKeon

Jonathan B. Orleans

Richard C. Robinson

Zachary D. Schurin

Stephen M. Sedor

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### **Practice Areas**

Employee Benefits

Immigration

Labor and Employment Counseling and Training

Labor, Employment Law & Employee Benefits

Public and Private Union-Management Relations