

SEMINAR: New Developments in Labor & Employment Law: 2016 Review and Looking Ahead to 2017

December 8, 2016

Pullman & Comley's Winter Labor and Employment Law seminar for public and private sector employers was held on Thursday, December 8, 2016, at the Hartford Club. Our attorneys offered their perspectives on developments over the past year and what to expect in 2017.

Thursday, December 8, 2016

8:00 a.m. - 2:30 p.m.

**The Hartford Club
Hartford, CT**

The seminar agenda was the following:

8:00 a.m. - 8:30 a.m. - **Registration and 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. - 9:25 a.m. - **Keynote Presentation: "The Economic State of Connecticut: Looking Ahead to the Trump Presidency"** - *Pete Gioia, Vice President and Economist, Connecticut Business & Industry Association*

9:30 a.m. - 10:10 a.m. - **Key Provisions of Your Employee Handbook** - *John Shea and Martha Royston*
What every Employee Handbook must include today, including a discussion of social media policies and NLRB issues.

10:10 a.m. - 10:40 a.m. - **Wage and Hour Issues** - *Jonathan Orleans*
New rules on FLSA "white collar" overtime exemptions; meal breaks; telecommuters and use of PDAs on non-work time.

10:40 a.m. - 10:50 a.m. - **Break**

10:50 a.m. - 11:30 a.m. - **Breakout Sessions I**

Breakout A - Keeping Your Retirement Plans Compliant: How to Find and Fix Mistakes Before the IRS

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Does - *George Kasper and Nancy Lapera*

We will discuss plan document and operational compliance problems commonly found in public and private sector employer plans, and IRS methods for correction. We will also provide a brief update on the DOL Fiduciary rule scheduled to go into effect early next year.

Breakout B - Labor Negotiations - *William Connon 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 - The Impact of Opioids in the Workplace: Updating Your Drug-Free Workplace and Drug Testing Policies - *Robert Hinton and Megan Carannante*

The epidemic of opioid addiction has consequences in the workplace as well as in society at large. Learn what you can do to protect your business and assist troubled employees.

Breakout D: ADA, FMLA and Workers' Compensation - *Joshua Hawks-Ladds*

A discussion of state and federal laws and best practices relating to employee disability, pregnancy, FMLA, and workers' compensation leaves.

12:15 p.m. - 12:30 p.m. - **Break**

12:30 p.m. - 1:30 p.m. - **Lunch Presentation: "The 60-Minute Drill"** - *Department Members*

While you eat your lunch, hear five brief presentations on current hot topics:

- Transgender Employees - *Zachary Schurin*
- Protecting Your Intellectual Property Through Employment Agreements - *Adam Mocchiolo*
- Independent Contractors - *Jonathan Orleans*
- Paid Sick Leave - *Megan Carannante*
- Job Applications & Background Checks - *Joshua Hawks-Ladds*

1:30 p.m. - 2:30 p.m. - **OPTIONAL: Breakout Sessions III** (*Designed for a deep dive into advanced topics*)

Breakout E: Workplace Investigations- *Adam Mocchiolo and Michael McKeon*

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

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Breakout F: Incentive Compensation and Executive Compensation - Andrew Glassman & Sharon Freilich

A discussion of 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.

Additional Information:

- No prerequisite required
- No advanced preparation required; attendees will receive additional materials at the seminar
- Seminar is open to both private and public sector employers
- Program Level: Intermediate
- Delivery Method: Group Live
- Seminar participants can earn up to five CPE credits in Business Law

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Professionals

Megan Youngling Carannante

Sharon Kowal Freilich

Andrew C. Glassman

Joshua A. Hawks-Ladds

George J. Kasper

Jonathan B. Orleans

Zachary D. Schurin

Mark J. Sommaruga