



# HRST

## EMPLOYMENT LAW SEMINAR

**8:00 AM** *to* **3:30 PM**

**TUESDAY**

**4/8**

**KALAMAZOO**

Radisson Plaza Hotel  
at Kalamazoo Center

**TROY**

MSU Management  
Education Center

**TUESDAY**

**5/6**

PRESENTED BY

**MILLER  
CANFIELD**

[millercanfield.com/2025HRSpringTraining](http://millercanfield.com/2025HRSpringTraining)



# GENERAL *schedule*

Miller Canfield's Annual Employment Law Seminar is designed for corporate counsel, human resources professionals and business executives who want to stay ahead of the ever-changing employment and legal curve.

## MORNING

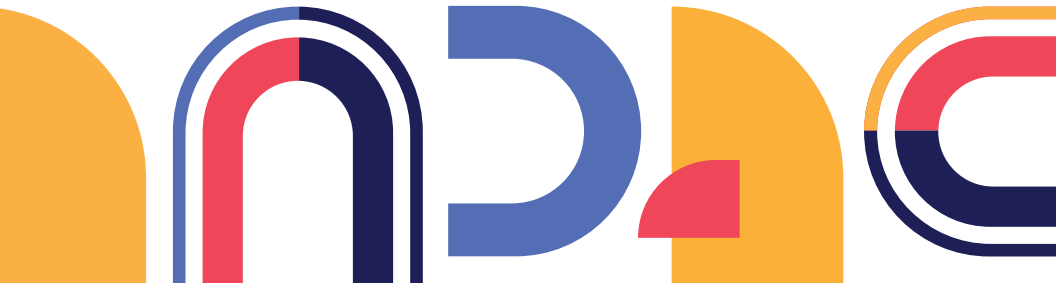
- 8:00 – 8:30** Registration, Continental Breakfast and Seating
- 8:30 – 8:40** Welcome from the CEO Mike Palizzi
- 8:40 – 9:25** What's Hot in Employment and Labor Law
- 9:25 – 10:10** The ESTA is Here...Now What
- 10:10 – 10:25** Break
- 10:25 – 11:10** The Future of DEI
- 11:10 – 11:45** Questions and Answers

## AFTERNOON

- 12:00 – 1:00** Lunch
- 1:15 – 2:15** First Set of Workshops
- 2:15 – 2:30** Break
- 2:30 – 3:30** Second Set of Workshops

## WORKSHOPS

1. Contracts 101 for HR Professionals – Basics and Beyond for a Digital and Data Driven World (x1)
2. Key Retirement Plan Correction Strategies after SECURE 2.0 (Plus Bonus Federal Tax Update) (x1)
3. President Trump's Second Administration – What to Know and How to Prepare for Changes in the Immigration Landscape (x2)
4. Artificial Intelligence: What's New, What's Old and What's Still Unknown (x2)
5. Everything Old is New Again, Again – What the Change in Administration Likely Means for Labor Law (x2)
6. Wage & Hour Whiplash – Avoiding Penalties and Defending Overtime Pay Claims (x2)
7. Docs or It Didn't Happen: The Importance of Proper HR Documentation (x1)



# AGENDA



**8:30 a.m. WELCOME FROM THE CEO MIKE PALIZZI**

**8:40 a.m. WHAT'S HOT IN EMPLOYMENT AND LABOR LAW**

**PRESENTER: Brian Schwartz**

Recent election results at the state and federal level are likely to lead to a new regulatory agenda, as well as an increasing number of Executive Orders that will impact employers. This session will address these changes as well as review recent key court decisions.

**9:25 a.m. THE ESTA IS HERE...NOW WHAT**

**PRESENTERS: Scott Eldridge and Frances Hollander**

This session will focus on the history of the Michigan Earned Sick Time Act (ESTA), examine what the requirements all employers, large and small, are required to follow and how the ESTA affects an employer's administration of other leave law like the FMLA and ADA.

**10:10 a.m. BREAK**

**10:25 a.m. THE FUTURE OF DEI**

**PRESENTERS: Jennifer Sabourin and Sydney Rohlicek**

This session will discuss the impact of President Trump's Executive Orders as well as federal agency announcements and initiatives on employers' diversity, equity, and inclusion programs. We will explore the current state of the law, legal requirements and key takeaways for evaluating your organization's policies and programs impacting decisions involving hiring, promotion and employment actions.

**11:10 p.m. QUESTIONS AND ANSWERS**

**12:00 p.m. LUNCH**

**1:15 p.m. BREAKOUT SESSIONS/WORKSHOPS (7 to choose from)**

# workshops

## **CONTRACTS 101 FOR HR PROFESSIONALS – BASICS AND BEYOND FOR A DIGITAL AND DATA DRIVEN WORLD**

**PRESENTERS:** [Jake Koering](#) and [Carrick Craig](#)

Contracts are everywhere in HR: employment agreements, vendor contracts and now, increasingly, data management and data storage agreements. Understanding key contract terms and risks can help you navigate everything from employment disputes to data breaches. In this session, our attorneys will break down contract fundamentals, highlight common pitfalls and give you practical insights to handle the next contract that lands on your desk with confidence.

## **KEY RETIREMENT PLAN CORRECTION STRATEGIES AFTER SECURE 2.0 (PLUS BONUS FEDERAL TAX UPDATE)**

**PRESENTERS:** [Brian Gallagher](#), [Katina Gorman](#), [Mickey Bartlett](#),  
[Christie Galinski](#) and [Jeffrey Golds](#)

This panel will make sense of the complicated web of retirement plan correction rules, following several significant shifts made by the SECURE 2.0 Act and subsequent guidance. Presenters will also cover federal tax developments relevant to HR professionals.

## **PRESIDENT TRUMP'S SECOND ADMINISTRATION – WHAT TO KNOW AND HOW TO PREPARE FOR CHANGES IN THE IMMIGRATION LANDSCAPE**

**PRESENTERS:** [Julianne Cassin Sharp](#), [Beth Baker](#) and [Chris Dutot](#)

Recent changes to immigration policy under the new administration have sparked mass inquiry from the business world on what these changes mean for employers and their workforce. In this timely seminar, our immigration team will break down the latest regulatory updates, their real-world impact on hiring strategies and what HR departments can do to stay competitive. Additionally, presenters will cover best practices for preparing your organization for an ICE raid or government audit, ensuring compliance and minimizing risk. Don't miss this essential session designed to help HR professionals navigate the evolving immigration landscape with confidence.



## **ARTIFICIAL INTELLIGENCE: WHAT'S NEW, WHAT'S OLD AND WHAT'S STILL UNKNOWN**

**PRESENTERS: Ashley Higginson and Deja Davis**

AI is changing the way companies hire, manage employees and operate, but it also comes with legal risks. This session will cover why your workplace needs an AI policy, the biggest legal concerns in hiring and employee management and what new guidance says about confidentiality and intellectual property. Get practical insights to help your company stay compliant and ahead of the curve.

## **EVERYTHING OLD IS NEW AGAIN, AGAIN – WHAT THE CHANGE IN ADMINISTRATION LIKELY MEANS FOR LABOR LAW**

**PRESENTERS: Bob Zielinski and Ahmad Chehab**

With new leadership at the National Labor Relations Board (NLRB) likely, significant changes in labor law are on the horizon. This session will explore how decisions and policies from the first Trump administration may shape the future, offering insights into key areas such as: employee handbooks and updates to workplace policies and conduct; collective bargaining; joint employer standards; protected concerted activity; and the NLRB's approach to monitoring, privacy and remote work.

## **WAGE & HOUR WHIPLASH – AVOIDING PENALTIES AND DEFENDING OVERTIME PAY CLAIMS**

**PRESENTERS: Lawrence García, Frances Hollander and Marisa Cook**

During the first part of 2025, Michigan lawmakers raced to address changes to the state's tipped wage system and minimum wage laws, leaving many employers feeling disoriented. In this session, presenters will provide updates on Michigan wage laws, discuss current FLSA guidance and standards and address how to properly classify workers. Additionally, presenters will consider the obstacles associated with overtime pay claims related to the use of electronic devices after-hours.

## **DOCS OR IT DIDN'T HAPPEN: THE IMPORTANCE OF PROPER HR DOCUMENTATION**

**PRESENTERS: Megan Norris and Eftiola Greco**

If an issue is not documented, it might as well not exist. Proper documentation is the backbone of effective HR management and a powerful defense against legal challenges. A strong paper trail goes a long way in protecting your organization and employees. In this breakout session, presenters will explore the best practices for maintaining airtight records on performance, investigations and leave.

# REGISTER *today*

## PREPAID REGISTRATION REQUIRED

\$100 per person

## REGISTER

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## QUESTIONS?

Contact Heather Willis | 313.496.7902

[willis@millercanfield.com](mailto:willis@millercanfield.com)

No refunds will be provided for cancellations within one week of the seminar; however, substitutions will be accepted.

**8:00 AM** *to* **3:30 PM**

## KALAMAZOO

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100 W. Michigan Ave., Kalamazoo, MI 49007

4/8

5/6

## TROY

MSU Management Education Center

811 W. Square Lake Rd., Troy, MI 48098

**HRCI, SHRM AND CLE CREDITS PENDING**



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**“Its practitioners are thorough, detailed and offer  
prompt support on complex matters.”**

*– Client Endorsement*

**More Employment and Labor attorneys ranked in  
Chambers USA than any other Michigan firm**

**“The group’s ability to handle complex and  
sophisticated matters is excellent.”**

*– Client Endorsement*

**“An outstanding attorney,” “Excellent work and results,”  
“Calm, methodical, organized,” “A brilliant lawyer and litigator.”**

*– Client endorsements of Miller Canfield  
Employment and Labor attorneys*

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