

2021

EMPLOYMENT
LAW **WEBINAR**

Thursday 09/23/21

8:30 a.m. – 3:30 p.m.

Webinar Presented Via Zoom

Presented by

**MILLER
CANFIELD**

GENERAL SCHEDULE



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

MORNING

- 8:30 – 8:40** Welcome
- 8:40 – 9:30** What's Hot in Employment and Labor Law
- 9:30 – 10:30** Recovering from COVID-19: The Future of Work in Michigan
- 10:30 – 10:45** Break
- 10:45 – 11:45** Immigration Strategies and Updates
- 11:45 – 12:15** Questions and Answers

AFTERNOON

- 12:15 – 12:45** Lunch Break
- 12:45 – 3:15** Workshops (seven to choose from)

WORKSHOPS

- Preventing Employment Discrimination, Harassment, and Retaliation Issues Through Training (x2)
- How Can I Help You – Handling Accommodation and Leave Requests (x2)
- Why Every Employer – Union and Non-Union Alike – Needs to Pay Attention to Recent Developments at the NLRB (x2)
- Protecting Employee Privacy (x2)
- Protecting Your Most Valuable Assets: Non-Competes, Non-Solicitations and Other Restrictive Covenants (x2)
- Mistakes Were Made But Not By Me: Correcting Overtime and Worker Misclassification Issues Before They Trigger Liability (x2)
- Employee Benefits (x1)

agenda

8:30 a.m. **WELCOME**

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

PRESENTER: Scott Eldridge

We will take a look at the latest and most impactful changes in the area of employment law. We'll discuss what to expect in the Biden administration: union, minimum wage, withdrawal of regulations, Paycheck Fairness Act, etc.; the new Supreme Court justice and notable decisions in 2020: *Comcast Corp. v. National Association of African-American-Owned Media*, *Babb v. Wilkie*, *Our Lady of Guadalupe School v. Morrissey-Berru*, *Bostock v. Clayton County*; new COVID-19 legislation and guidance development (ARPA, Michigan COVID-19 laws, including MIOSHA emergency rule); the Michigan Supreme Court ruling that struck down Gov. Gretchen Whitmer's emergency powers; and developments in the areas of medical leave and COVID-19 vaccination.

9:30 a.m. **RECOVERING FROM COVID-19: THE FUTURE OF WORK IN MICHIGAN**

PRESENTERS: Leigh Schultz, Brian Schwartz, and Richard Warren

Workers are back to the office, posing some post-pandemic benefits and challenges for employers. We'll discuss: the risks and rewards of remote or in-person work; health and safety in Michigan workplaces; understanding and enforcing MIOSHA rules related to COVID-19; vaccine policies and how to handle a partially vaccinated workforce; and the continued need for COVID-19 leave and accommodation issues.

10:30 a.m. **BREAK**

10:45 a.m. **IMMIGRATION STRATEGIES AND UPDATES**

PRESENTERS: Julianne Cassin Sharp, Elizabeth Boyda Baker, and Christopher Dutot

All eyes are on the Biden administration and how the President may advance long-needed immigration reform. We will take a look at new developments and their impact on employers and workers.

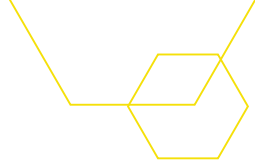
11:45 a.m. **QUESTIONS AND ANSWERS**

12:15 p.m. **LUNCH**

12:45 p.m. **WORKSHOPS**



12:45 AND 2:00 p.m. WORKSHOPS



PREVENTING EMPLOYMENT DISCRIMINATION, HARASSMENT, AND RETALIATION ISSUES THROUGH TRAINING

PRESENTERS: Jennifer Sabourin and Jessica Pask

An organization can have solid anti-discrimination policies, but they are only as good as their related training programs. We will provide an overview of anti-discrimination laws and the rights and obligations thereunder, discrimination/retaliation related to COVID-19 and Asian hate, sexual harassment and discrimination prevention training, and best practices.

HOW CAN I HELP YOU – HANDLING ACCOMMODATION AND LEAVE REQUESTS

PRESENTERS: Megan Norris and Nhan Ho

COVID-19 has opened a Pandora's box of ADA, FMLA and other leave-related issues. This session offers a primer on ADA and FMLA rights and obligations and walks through approaches for COVID-related accommodation and leave.

WHY EVERY EMPLOYER – UNION AND NON-UNION ALIKE – NEEDS TO PAY ATTENTION TO RECENT DEVELOPMENTS AT THE NLRB

PRESENTERS: Robert Zielinski and Ahmad Chehab

We'll take a deep dive into the Biden administration's actions encouraging union activities, recent NLRB decisions and rule changes, and COVID-19 union-related issues.

PROTECTING EMPLOYEE PRIVACY

PRESENTERS: Kurt McCamman and Barbara Moore

Join us as we provide an overview of Michigan law concerning employee privacy (who is covered/protected, employee rights, employer obligations, private cause of action, penalties), the maintenance of and access to personnel files and private information, medical examination and drug testing, background checks, monitoring of employee electronic communications and social media activities (on- and off-duty), and search and surveillance in the workplace.

PROTECTING YOUR MOST VALUABLE ASSETS: NON-COMPETES, NON-SOLICITATIONS AND OTHER RESTRICTIVE COVENANTS

PRESENTERS: Steven Platt and Schuyler Ferguson

It's a job-seeker's market again and employees are on the move. We'll discuss how to preserve the at-will employment relationship, how to protect your organization's interests in dealing with departing employees, best practices in drafting confidential intellectual property rights and non-disclosure agreements, and the limitations of non-compete agreement enforceability.

MISTAKES WERE MADE BUT NOT BY ME: CORRECTING OVERTIME AND WORKER MISCLASSIFICATION ISSUES BEFORE THEY TRIGGER LIABILITY

PRESENTERS: Ashley Higginson and Erica Jilek

Misclassification of workers continues to be a minefield. We'll address the revocation of the former independent contractor rule and other wage and hour pitfalls.

EMPLOYEE BENEFITS (2:00 p.m. only)

PRESENTERS: Samantha Kopacz and Samuel Parks

We will discuss the most up-to-date laws regarding employee benefits (ACA, ARPA, etc.)

REGISTER *Today*

ADVANCE PREPAID REGISTRATION REQUIRED

\$50 per person

REGISTER

https://us02web.zoom.us/webinar/register/WN_bqKGLstXRQWYDSg91271ZQ

QUESTIONS?

Contact Heather Willis

313.496.7902 | willis@millercanfield.com

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

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HRCI, SHRM, CLE Credits Pending

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