



Hinshaw's Annual
Labor & Employment
Seminar

2013

Wednesday, October 2, 2013

The Stonegate Conference
& Banquet Centre

2401 West Higgins Road

Hoffman Estates, Illinois

9:00 a.m. – 5:15 p.m.

Registration begins at 8:00 a.m.



New this year!

Advice on Tap!

Wrap up the program with **Advice on Tap**, where you can pose questions to Hinshaw attorneys while sampling select microbrews! Wine and soft drinks will also be available.

HR professionals can earn continuing education credit toward PHR and SPHR recertification. Attorneys may earn CLE credit.

HINSHAW

& CULBERTSON LLP

Seminar Schedule

General Session: 9:00 a.m. – 11:45 a.m.

Welcome Remarks 9:00 a.m. – 9:05 a.m.

Speaker: **James R. Pirages**

The Labor & Employment Year in Review 9:05 a.m. – 10:20 a.m.

The presenters will address recent developments in the ever-changing landscape of employment law claims, including critical court decisions from 2013. This will include impact of recent U.S. Supreme Court decisions addressing significant issues, such as who is a supervisor under *Vance v. Ball State University*; the burden of proof for retaliation claims under *University of Texas Southwestern Medical Center v. Nassar*; and the enforceability of waivers of class claims in arbitration agreements under *American Express v. Italian Colors Restaurants*. The presenters will also cover important cases from the lower courts that have significantly shaped the legal landscape over the past year, and address the most important pending cases and legislation on the horizon.

Speakers: **Aimee E. Delaney** and **Scott M. Gilbert**

Break: 10:20 a.m. – 10:30 a.m.

An Ounce of Prevention Beats a Pound of Cure:
The Importance of Being Proactive on Wage & Hour Issues 10:30 a.m. – 11:45 a.m.

The Fair Labor Standards Act and similar laws create a set of requirements that can seem easy enough to comply with, but which can lead to significant liabilities for both companies and individuals. A panel composed of Hinshaw attorneys, in-house counsel, and administrative agency representatives will address a wide range of topics related to wage and hour concerns, including proper classification, overtime concerns, and how to respond when the Department of Labor comes knocking.

Speakers: **Linda K. Horras** and **Tom H. Luetkemeyer**

Lunch: 11:45 a.m. – 1:00 p.m.

Breakout Session 1: 1:00 p.m. – 1:50 p.m.

Comp Coast to Coast: Workers' Compensation Strategies From a National Perspective

Death and taxes — two absolutes. However, for employers there is a third — workers' compensation. Regardless of where you do business, this program offers employers diverse legal perspectives on common workers' compensation issues such as return to work, medical treatment, disability and impairment, and other legal "dos and don'ts" in the workplace.

Speakers: **Robert J. Finley** and **Melissa A. Schafer**

The Employer Mandate Under Health Care Reform:
Take a Deep Breath and Get Ready for 2015

The employer mandate of the Affordable Care Act, now delayed to 2015, is one of the most daunting aspects of health care reform facing employers. This program offers an understanding of your obligations and options under the employer mandate to provide health care insurance to employees. What employers are "applicable large employers" that are subject to the mandate? Who within the workforce must be offered health care coverage? What must the health care coverage include? Is the offered coverage affordable? What are the penalties for failure to satisfy the mandate? What are some alternatives?

Speakers: **Anthony E. Antognoli** and **Elizabeth H. Earl**

Seminar Schedule

Break: 1:50 p.m. – 2:00 p.m.

Breakout Session 2: 2:00 p.m. – 2:50 p.m.

Non-Union Employers Beware: The NLRB is Watching You

The National Labor Relations Board's (NLRB) recent enforcement activity has increasingly extended its reach to non-union employers. As a result, non-union employers must now reassess their actions and policies in an effort to avoid violating employees' rights under the National Labor Relations Act (NLRA). This program will discuss the NLRB's latest decisions, potential pitfalls and best practices for employers — both non-union and union — to comply with NLRA obligations.

Speakers: Jennifer M. Ballard and Thomas Y. Mandler

Maintaining Secrecy: How to Preserve Confidentiality in a Remote Access World

Maintaining confidential information is often critical to the success of a business, but doing so is growing more complicated as forms of remote and electronic access expand. The panelists will address what types of information can and should be kept secret from a legal perspective and what steps employers need to take to secure the confidentiality of that information. Additionally, they will review best practices for employers to follow in order to maintain data privacy and security in relation to laptop computers, smart phones, servers and other points of data access.

Speakers: Adam L. Saper and Mark Cravotta, Vice President of Products and Services at SingleHop, LLC

Break: 2:50 p.m. – 3:00 p.m.

Breakout Session 3: 3:00 p.m. – 3:50 p.m.

Fraud and Embezzlement: How to Prevent, Detect, and Investigate Employee Misconduct

Fraud impacts all businesses. Employee criminal misconduct can impact your business financially, and impose other "costs" to corporate culture and morale. The presenters will cover red flags of fraud, conducting an internal investigation, best practices and building a proactive fraud response plan.

Speakers: Sergio E. Acosta and Rex A. Homme, Partner with StoneTurn Group

Make Like A Tree: Effectively Managing Difficult Leave Situations

The Americans with Disabilities Act (ADA) and the Family and Medical Leave Act (FMLA) create a complicated web of rules for employers to follow when their employees request time off from work due to personal or family health issues, and also when they seek to return. These situations become doubly complicated when an on-the-job injury requiring time off also results in a workers' compensation claim. Using a series of hypothetical scenarios, this presentation will explore the difficult issues that often arise when employees seek leave for health reasons and will provide concrete answers to some of employers' most complicated questions.

Speakers: James R. Pirages and Brett A. Strand

Advice on Tap! 3:50 p.m. – 5:15 p.m.

New this year! The program will conclude with an open mic session where attendees will be able to pose questions to Hinshaw attorneys while sampling select microbrews. Wine and soft drinks will also be available.

Moderator: Penelope M. Lechtenberg



Seminar Information at a Glance

Who Should Attend?

- + Employers
- + Human Resource Professionals
- + In-House Legal Counsel

What Will Participants Learn?

Participants will learn about current trends and developments in labor and employment law and gain practical strategies for minimizing an employer's exposure to claims.

Why Is This Seminar Unique?

Attorneys who have a depth of knowledge and experience in all areas of labor and employment, employee benefits and immigration law will be together at one time and place to provide employers with practical solutions to common challenges.

Continuing Education

HR professionals can earn continuing education credit toward PHR and SPHR recertification. Attorneys may earn CLE credit.

Date & Location

Wednesday, October 2, 2013
The Stonegate Conference & Banquet Centre
2401 West Higgins Road
Hoffman Estates, Illinois

Registration & Registration Fee

\$95 registration fee includes continental breakfast, lunch, seminar materials and *Advice on Tap* refreshments.

To register online for the Annual Labor & Employment Seminar, please click here.

[Click here to register online](#)

This information is also available on our website, www.hinshawlaw.com.

Questions

If you have any questions, please contact Tynesha G. Artis at 312-704-3503 or tartis@hinshawlaw.com.

Directions & Map

From the north:

Take Route 53 south to I-90 west to Barrington Road. Exit south and travel for approximately one-quarter mile to Higgins Road (72). Turn left onto Higgins and then turn right into The Stonegate.

From the south:

Take I-355 north to I-290 west to I-90 west to Barrington Road. Exit south and travel for approximately one-quarter mile to Higgins Road (72). Turn left onto Higgins and then turn right into The Stonegate.

From the east:

Take I-90 west to Barrington Road. Exit south and travel for approximately one-quarter mile to Higgins Road (72). Turn left onto Higgins and then turn right into The Stonegate.

From the west:

Take I-90 east to Route 59. Exit north and travel for approximately one-quarter mile to Higgins Road (72). Turn right onto Higgins. The Stonegate will be after the intersection of Higgins and Barrington Road, about 1 mile from Route 59.

