



Hinshaw's Annual



Labor & Employment *Seminar*

Wednesday, October 1, 2014
The Stonegate Conference
& Banquet Centre

2401 West Higgins Road
Hoffman Estates, Illinois
9:00 a.m. – 5:00 p.m.

Registration begins at 8:00 a.m.

**Back by
Popular Demand**



Advice on Tap!

Wrap up the program with [Advice on Tap](#), an open mic session where attendees can pose questions to Hinshaw attorneys while enjoying beer, wine or soft drinks. Light hors d'oeuvres will also be available.

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

HINSHAW

& C U L B E R T S O N L L P

Seminar Schedule

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

Welcome Remarks

Speaker: **James R. Pirages**

The Labor & Employment Year in Review

The presenters will address recent developments in the ever-changing landscape of employment law claims, including legislative developments and significant court decisions from 2014. The presenters will also cover important pending cases and legislation on the horizon.

Speakers: **Aimee E. Delaney** and **Tom H. Luetkemeyer**

Break 10:20 a.m. – 10:30 a.m.

What All Employers Should Know About the NLRB's Current Activities

The National Labor Relations Board has recently issued several decisions that have significant consequences for both union and non-union employers. As a result, all employers must reassess their actions and policies to avoid violating employees' rights under the National Labor Relations Act. The panelists will discuss best practices for all employers to comply with their legal obligations.

Speakers: **Elizabeth A. Galliano**, Senior Field Examiner, National Labor Relations Board, **Robert R. Brown**, Corporate Counsel, Federal Signal, **Thomas Y. Mandler** and **Jennifer M. Ballard**

Lunch 11:45 a.m. – 1:00 p.m.

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

Employment Agreements: Providing Certainty During and After an Employment Relationship

Preparing an employment agreement is the best way to create certainty in the terms and conditions of employment and define the parties' duties and obligations after employment ends. Important elements of the employment relationship such as compensation arrangements, responsibilities, restrictive covenants, severance and dispute resolution can all be thoroughly vetted and addressed to avoid misunderstandings during and after an employee's tenure with the company. Presenters will discuss the various elements that should be included in an employment agreement, why these elements are important and how these provisions should be written.

Speakers: **Patrick D. Dolan** and **Jonathan R. Eiden**

Practical Tips for Navigating the Latest Challenges in Employee Benefits Law

Employers of all sizes continue to struggle with evolving employee benefits laws and regulations. This session will cover what employers should focus on to help ensure they are in compliance with the ACA, HIPAA, GINA, and COBRA, including reporting and disclosure issues. The speaker will also address keeping retirement plans in compliance with recent changes in the law.

Speaker: **Anthony E. Antognoli**

Break 1:50 p.m. – 2:00 p.m.

Seminar Schedule

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

I Came, I-9, I Conquered: Five Things Every Employer Needs to Know About U.S. Immigration Law

From a routine I-9 to the sophisticated PERM process, immigration law in the United States is complicated, intricate, and often overwhelming. But there are a few things that every employer — big or small, international or domestic, public or private — should know about the law and how it impacts business. Whether you are already using immigrant and nonimmigrant workers or are trying to learn the basics, this presentation will provide helpful and practical lessons you can use to protect your business against liability and leverage U.S. immigration law to your company's benefit.

Speakers: **Penelope M. Lechtenberg** and **Brett A. Strand**

How to Achieve Wage and Hour Compliance in the Current Economy

Complying with the Fair Labor Standards Act has become increasingly complex in the current economy and workplace, where telecommuting, smartphones and remote-access capabilities allow employees to work anytime, anyplace, and without supervision. This session will focus on these challenges. The speakers will also address various exemptions, joint employer status, and contracts, offering practical solutions for avoiding wage claims.

Speakers: **Linda K. Horras** and **Ambrose V. McCall**

Break 2:50 p.m. – 3:00 p.m.

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

Planning for Your Affirmative Action Plan: What State and Federal Contractors Need to Know

If you conduct business with the federal government or the State of Illinois, then you are likely subject to the rules of the Office of Federal Contract Compliance Programs (OFCCP) and the Illinois Department of Human Rights. These rules require contractors to take affirmative action to employ and advance women, minorities, veterans and people with disabilities. This session will discuss when employers have to comply with the regulations, what the regulations require as part of an affirmative action plan, an overview of the record-keeping requirements, and the effect of such a plan on recruitment efforts and hiring. The panel will also provide an overview of the Department of Labor's new rules regarding veterans and people with disabilities, which set forth new record-keeping requirements and require specific actions by contractors in multiple areas.

Speaker: **Eileen M. Caver**

Mastering Leaves of Absence and Accommodation Issues Under the ADA, the FMLA and Workers' Compensation Law

Leave-of-absence issues often result in concern and confusion and may cause even the most sophisticated HR professional to sweat. This session will assist with your understanding of accommodation issues under the Americans with Disabilities Act (ADA) and leave of absence issues under the Family and Medical Leave Act (FMLA). The speakers will highlight common ADA and FMLA mistakes that employers make, and arm you with best practices so you may effectively administer leaves, reduce legal risks and limit leave abuse. Attendees will gain a better understanding about the coordination between federal and state laws applicable to leaves, the interplay of workers' compensation issues, and the impact on employer leave obligations of the state's new "Pregnancy Fairness" law and of the EEOC's recent guidance on pregnancy discrimination.

Speakers: **James R. Pirages** and **Robert J. Finley**

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. Applications pending.

Date & Location

Wednesday, October 1, 2014
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 Hannah Lopas at 414-225-4813 or hlopas@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.

