



Hinshaw's Annual

# LABOR & EMPLOYMENT *Seminar*

Back by  
Popular Demand



*Advice on Tap!*

Tuesday, October 6, 2015

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.*

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**

& CULBERTSON LLP

# Seminar Schedule



## General Session 9:00 a.m. - 11:45 a.m.

### Welcome Remarks

Speaker: *Aimee E. Delaney*

### The Labor & Employment Year in Review

Join two of our labor and employment attorneys as they address recent developments in the ever-changing landscape of employment law claims, including legislative developments and significant court decisions from 2015. We will also cover important pending cases and legislation on the horizon.

Speakers: *Aimee E. Delaney, Patrick D. Dolan*

### Break 10:05 a.m. - 10:15 a.m.

### Fly on the Wall: A Conversation Among L&E Lawyers

Have you ever wondered how your employment lawyers analyze your legal issues behind closed doors? Find out when you join us for this interactive session during which our panel of employment law experts are presented with real HR-related scenarios and talk through the pros and cons of different approaches to challenging problems. This candid discussion among employment lawyers will help you gain valuable insights into problem-solving that you won't want to miss!

Speakers: *Tom H. Luetkemeyer, James R. Pirages, Cheryl L. Wilke; moderated by Brett A. Strand*

## Lunch 11:45 a.m. - 1:00 p.m.

## Breakout Session 1 1:00 p.m. - 1:50 p.m.

### What to Expect When Your Employee's Expecting

In the past 12 months, pregnancy discrimination has been a hot topic for both federal and state rulemakers. This session will explore the important changes made by legislatures, courts, and agencies in the past year when it comes to pregnancy-related accommodations. Curious about which employers are covered by the new rules? What new rights have been provided to female employees? And, most importantly, what actions should employers take right now to avoid a lawsuit? The presentation will cover those topics and others, including an in-depth look at the Supreme Court's bombshell March 2015 decision in *Young v. UPS* and how that ruling may impact the EEOC's enforcement of Title VII and the ADA going forward.

Speakers: *Brett A. Strand, Susan M. Baker*

### Today's Fair Labor Standards Act

Complying with the FLSA becomes more difficult every year, and 2015 is no exception. We will cover the change in the salary basis for the white collar exemptions and how to prepare for the implementation of this regulatory change. We will also explore recent developments in the FLSA. In addition, the classification of workers will be discussed, including highlights from recent cases and agency actions that may use existing factors and regulations to weigh employee status to produce new or unexpected results.

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

### Break 1:50 p.m. - 2:00 p.m.

# Seminar Schedule



## Breakout Session 2 2:00 p.m. - 2:50 p.m.

### Non-Union Employers Beware: The NLRB Is Targeting You

Recently, the National Labor Relations Board has taken several important actions that will have a significant effect on non-union employers. These actions include issuing: (1) a guidance on employment handbooks that should cause employers to revise some of their standard provisions that have probably been in effect for many years including social media, confidentiality and solicitation; (2) new rules that reduce the time that an employer can campaign during a union election; and (3) decisions that make it easier for a union to organize. Join our labor lawyers who will analyze these actions and discuss practical solutions for employers to maintain union-free status.

Speakers: *Thomas Y. Mandler, Jonathan R. Eiden*

### Avoiding Fiduciary Pitfalls and Tar Pits: Best Practices for Retirement Plans

Offering a retirement plan to your employees is the first step. But retirement plans need careful attention on an ongoing basis. This session will cover best practices for employees and officers with responsibilities over their company's retirement plans. Topics will include how to determine if excessive fees are being charged to participants, who you can rely on for what in plan administration, selection and monitoring of investment options, employee education, plan designs to encourage retirement savings, structuring plan administrative committees, and fiduciary insurance.

Speakers: *Luke Novak (Vice-President at Rothschild Investment Corporation), Anthony E. Antognoli, Lisa M. Burman, James D. Harbert*

Break 2:50 p.m. - 3:00 p.m.

## Breakout Session 3 3:00 p.m. - 3:50 p.m.

### Sex, Drugs and Gun Control: Today's Headlines in Your Workplace

This year has been filled with many sensational stories — gun rights, gay marriage, transgender accommodation and medical marijuana just to name a few. Although these stories involve potential issues that may seem distant, as an employer they are closer than you think. This session will explore recent trends and news cycles that employers should pay attention to and will need to address!

Speakers: *Jennifer M. Ballard, Patrick D. Dolan*

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

Leave of absence issues often result in concern and confusion, potentially causing even the most sophisticated HR professional to sweat. This session will assist with your understanding of leave of absence issues under the Family and Medical Leave Act (FMLA) and accommodation issues under the Americans with Disabilities Act (ADA), as well as the interplay between the two. The speakers will highlight common FMLA and ADA 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, how to address leaves of absence and accommodation when workers' compensation issues are added to the mix, and the impact of employer leave obligations.

Speakers: *James R. Pirages, Evan J. Bonnett*



4:00 p.m. - 5:00 p.m.  
**Advice on Tap!**

# 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

Tuesday, October 6, 2015  
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](http://www.hinshawlaw.com).

## Questions

If you have any questions, please contact Maureen Spain at 312-704-3030 or [mspain@hinshawlaw.com](mailto:mspain@hinshawlaw.com).

# Directions and 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.

