



Hinshaw's 24th Annual Labor & Employment Seminar

Thursday, November 7, 2019

Agenda

8:00 – 9:00 a.m.: Breakfast (*Pine + Willow Foyer*) and Registration (*Garden Terrace*)

9:00 – 9:15 a.m.: Welcome Remarks (*Hickory + Willow*)

- **Melissa Schafer**, Partner and Labor & Employment Practice Group Co-Leader, Hinshaw & Culbertson LLP

9:15 – 10:15 a.m.: Plenary Session

- **The Labor & Employment Year in Review (*Hickory + Willow*)**
 - **Aimee Delaney**, Partner, Hinshaw & Culbertson LLP
 - **Leigh Bonsall**, Associate, Hinshaw & Culbertson LLP

Two of our labor and employment attorneys will address developments in the ever-changing landscape of employment law claims, including significant court decisions, changes to Illinois law and other important trends, legislation and decisions of which every employer should be aware.

10:15 - 10:45 a.m.: Break (*Pine + Willow Foyer*)

10:45 a.m. – 11:45 a.m.: Plenary Session

- **Aging and Related Cognitive and Intellectual Issues in the Workplace (*Hickory + Willow*)**
 - **Tom Luetkemeyer**, Partner and Labor & Employment Practice Group Co-Leader, Hinshaw & Culbertson LLP
 - **Stephen Dinwiddie, MD**, Professor of Psychiatry, Director, Division of Law and Psychiatry, Vice-Chair for Clinical Affairs, Northwestern University Feinberg School of Medicine
 - **Jeannette Ray**, Human Resources Leader and Associate Director of Administration at Wiss, Janney, Elstner Associates, Inc.

This panel discussion will focus on intellectual disabilities with an emphasis on the intersection of aging and cognitive issues in the workplace. Medical and human resource professionals will participate on a panel to discuss how issues such as Alzheimer's can be identified and handled in an appropriate and compassionate manner. The presentation also will discuss testing options and potential accommodations under The Americans With Disabilities Act.

Noon – 1:30 p.m.: Networking Lunch (*Birch + Oak*)



1:40 – 2:30 p.m.: Breakout Sessions

- **A Roadmap for Compliance for Illinois Employers (*Hickory + Willow*)**
 - **Jim Pirages**, Partner, Hinshaw & Culbertson LLP
 - **Evan Bonnett**, Associate, Hinshaw & Culbertson LLP
- **Closing the Gap on Gender Disparity (*Pine*)**
 - **Linda Horras**, Partner, Hinshaw & Culbertson LLP
 - **Brette Bensinger**, Partner, Hinshaw & Culbertson LLP

Workplace gender disparity matters are consistently front page news. This panel will explore the state of the law at both the federal and state/municipal levels, efforts to combat pay and gender inequalities, and proactive steps employers can take to bring their workplace into compliance in order to provide equal employment opportunities for everyone.

2:40 – 3:30 p.m.: Breakout Sessions

- **Employee Benefits Roundup (*Hickory + Willow*)**
 - **Tony Antognoli**, Partner, Hinshaw & Culbertson LLP
 - **Lisa Burman**, Partner, Hinshaw & Culbertson LLP
 - **Jim Harbert**, Partner, Hinshaw & Culbertson LLP

The law affecting employee benefit plans is ever changing. We will start with a review of some of the lessons that can be learned from key court cases issued within the past year. We will then review the changing law that applies to fringe benefit programs, with a particular emphasis on the different ways to structure educational assistance programs. Included in this review will be a discussion of the proper tax treatment of fringe benefits, opportunities to minimize taxation, and communication of fringe benefit programs to employees. Finally, we will discuss recent developments affecting qualified retirement plans with a focus on recently published final Treasury regulations amending the rules relating to hardship distributions from 401(k) plans and self-correction under the IRS Employee Plans Compliance Resolution System (EPCRS).

- **To Arbitrate or Not to Arbitrate – and How to Get the Best Results (*Pine*)**
 - **Ambrose McCall**, Partner, Hinshaw & Culbertson LLP
 - **Eileen Caver**, Associate, Hinshaw & Culbertson LLP

Arbitration can render a quick result and avoid prolonged litigation. However, employers should consider several legal issues before deciding to arbitrate disputes with employees. The implication of arbitration is not the same for all types of employment laws and claims. Therefore this session will review the latest cases from the United States Supreme Court and other federal courts, and state courts, that provide insight about arbitration agreements and their application to class actions and individual claims by employees. The practical advantages and challenges of using arbitration for employee disputes, and some best practices for drafting employee arbitration agreements, will also be discussed.

3:30 – 4:30 p.m.: Advice on Tap Hosts (*Birch + Oak*)

- **Melissa Schafer**, Partner and Labor & Employment Practice Group Co-Leader, Hinshaw & Culbertson LLP
- **Evan Bonnett**, Associate, Hinshaw & Culbertson LLP
- **Thaddeus Harrell**, Associate, Hinshaw & Culbertson LLP