



EMPLOYMENT LAW & HR PRACTICES CONFERENCE

7:30 am – 8:15 am

Registration and Continental Breakfast

8:15 am – 8:30 am

Welcome – Meredith Wise, President, EANE

8:30 am – 9:30 am

Art of Blinders

Led by the dynamic and legally blind IT professional, Mike Hess demonstrates that most obstacles in business can be overcome using the sightless principles of communication he has used all of his life. Learn about multi-sensory, experiential communications and how to pay attention to the elements that matter and discount those that don't.

9:30 am – 10:00 am

In the News – Federal and State Overview and Update, Mark Adams, EANE

10:15 am – 11:00 am

BREAKOUT SESSIONS

Employer PPACA Reporting – Are You Ready? Be sure you understand the employer notification requirements to employees in PPACA and the employer reporting requirements to federal agencies in PPACA and how the reporting requirements may impact your business. We will share the most up-to-date information available. *Mark Adams, EANE*

What You Need to Know About Pre-employment Testing - Attitudinal, psychological, mechanical and/or skills-based testing for new employees. How do you choose the appropriate tests, ensure they are valid tests, what are some of the potential pitfalls. *Patti D'Amaddio, EANE*

Performance & Behavior Issues: Legal Strategies. Performance issues create numerous workplace challenges. What are some key strategies for effectively addressing performance/behavior issues to minimize the likelihood of litigation? We will give practical suggestions for dealing with problematic conduct. *Kimberly Klimczuk, Esq., Skoler, Abbott & Presser, PC*

When to Say When – Undue Hardships Under the ADA and State Laws – Calls on what is considered “reasonable” under ADA and state laws make up a large percentage of our hotline calls. As employers, we all struggle with attempting to be reasonable while still attaining our business objectives. This session will update participants on what is currently considered “reasonable”. *Rachelle Green, Esq., Duffy & Sweeney*

11:15 am – 12:00 noon

BREAKOUT SESSIONS

Are you ready for Gen Z? - With Millennials already maturing into organizations and moving into leadership positions, it is time to turn our attention to the next generation of workers: Generation Z. They will be working for you before you know it but are they any different from previous generations of workers? If so, how? Come to this session to find out how to get ready for Gen Z. *Nickolaus Haenchen, VP Human Resources, YMCA of Greater Springfield.*

How Should (and Shouldn't) You Conduct a Workplace Investigation? - We understand that who conducts the investigation on behalf of an employer can have significant ramifications; but how does an employer ensure that the investigation itself is thorough, uncovers what really did (or did not) happen and aids in determining an appropriate response? *Susan Fentin, Esq., Skoler, Abbott & Presser, PC*

MORE

Getting to the Bullies by Creating Workplace Respect- Come and learn how one company changed its harassment & discrimination policy, updated its training and challenged its leaders and employees to create a culture focused on workplace respect. Sarah Corrigan, Vice President of Human Resources at OMG, Inc. will discuss her organization's strategic decision to focus on workplace respect as a means of preventing potential unacceptable behaviors, bullying, harassment and discrimination. *Peter Brunault, EANE and Sarah Corrigan, OMG, Inc.*

Executive and Administrative Exemptions Under FLSA Regulations - They are the most widely used exemptions under FLSA when employers are classifying positions as either exempt or non-exempt, however they are also the most misunderstood. This session will delve into both of these exemptions from a practical perspective so you can evaluate if your organization is implementing them appropriately. *John Gannon, Esq., Skoler, Abbott & Presser, PC*

12:00 noon – 1:15 pm

LUNCH and Employer of Choice Awards

1:15 pm – 2:00 pm

e-Workplace: Balancing Privacy & Information-Security to Manage Risk

Analysis of key legal, technology and HR issues relating to the collection, storage and destruction of information. Deciding how intensely to restrict, monitor and scrutinize employees, applicants and litigants both inside and outside the workplace's physical and virtual walls. Employers' rights to limit and act on employees' personal social-networking postings. Statutory prohibitions on forced disclosure of personal logins/passwords, discoverability of social media. *Roger Hood, Esq., Duffy & Sweeney*

2:15 pm – 3:00 pm

BREAKOUT SESSIONS

NLRB Update: Significant Rulings for Employers – 2015 was a year of precedent-changing decisions from the National Labor Relations Board. Join *Tim Murphy, Esq., of Skoler, Abbott & Presser, PC* for a discussion about:

standards for deferring NLRB action in favor of arbitration procedures under collective bargaining agreements, the presumption that employees may use their employer's email system to engage in statutorily protected communications about terms and conditions of employment, classifying workers as independent contractors, and more.

Offboarding: Leaving a Lasting Impression - The process of transitioning employees out of an organization, is one of the most underdeveloped and underutilized areas of talent management. According to Aberdeen's 2013 Onboarding and Offboarding research, only 29% of organizations have a formal offboarding process in place today. Learn best practices for building an effective offboarding strategy to: protect company assets; protect an organization from lawsuits; and protect an organization's brand image. *Pam Thornton, EANE*

Employee Core Competencies as an HR Tool. Competencies can help an organization better evaluate and measure employee performance. Learn about integrating competencies into performance appraisals, hiring practices, succession planning, as well as on-boarding orientations and other forms of employee communication. *Patti D'Amaddio, EANE*

Under the Influence- employers remain challenged to have up to date policies and procedures that allow them to insure their workplaces are free of employees who are not fit for work. We will review policies and procedures that include drug & alcohol testing, special challenges related to both federal & state laws particularly in light of medical marijuana laws. *Laura Rooney, EANE and Amelia Holstrom, Esq., Skoler, Abbott & Presser, PC*

3:15 pm – 4:15 pm

The New Diversity – A Resource to be More Effective as a Business.

Our biases can impact decisions, team work and an overall work environment. Through improvisational comedy, high energy, fun and thought provoking exercises, Rich Trombetta of Innovation is Easy will reflect on how preconceived ideas or perspectives can impact group and team dynamics and will help us recognize, appreciate and respect how diverse backgrounds, ideas and points of view are critical for business success.