

A photograph of a modern office interior with large windows overlooking a city skyline. Several business professionals are silhouetted against the bright light from the windows. Some are standing and talking, while others are sitting on chairs. Their reflections are visible on the polished floor. On the left side of the image, there are several overlapping diagonal bars in shades of blue and grey.

EMPLOYMENT LAW SEMINAR

GRAND RAPIDS | DEVOS PLACE
OCTOBER 31, 2017

EMPLOYMENT LAW SEMINAR

ABOUT THE SEMINAR

No matter your organization's size or industry, the employment and labor team at Miller Johnson can help you navigate the often confusing regulations and requirements surrounding employee and workplace issues.

Our employment and labor attorneys educate and guide clients in establishing policies and practices which build workplace rapport, reduce operational expenses and risk, and safeguard against the increasing pressure of lawsuits.

**Join us in Grand Rapids
on Tuesday, October 31
at DeVos Place.**

This half-day seminar will focus on issues and situations employers deal with on a daily basis. Attend breakout sessions, earn HRCI credits and network with your peers all before lunch.

WHO SHOULD ATTEND

The Miller Johnson 2017 Employment Law Seminar welcomes all levels of staff of any current client* and prospective clients.

**For purposes of this seminar, a client is defined as an organization that has paid Miller Johnson for legal services in the past two years.*

LOCATION

DeVos Place

303 Monroe Ave NW
Grand Rapids, MI 49503

FEE

Miller Johnson Clients:	No Charge *
Prospective Clients:	\$250.00

Program materials and breakfast are included with every registration. Program materials are provided online in advance of the seminar.

**For purposes of this seminar, a client is defined as an organization that has paid Miller Johnson for legal services in the past two years.*



OCT. 31, 2017
GRAND RAPIDS
DEVOS PLACE

INFORMATION

REGISTER ONLINE

To register for the Grand Rapids seminar, visit: <https://millerjohnson.com/events/>

REGISTRATION DEADLINE

To ensure your seat, register for the Grand Rapids seminar **before Tuesday, October 24.**

TOPICS THIS YEAR

Our breakout sessions provide practical solutions to your employment and labor law questions.

We cover the hot topics, including:

- ACA, AHCA and Health Care Reform
- The New World of EEO-1 Reporting
- DOL and FLSA Compliance
- Workplace Violence
- ADA Disability Accommodation
- NLRA
- Immigration Reform
- And more!

CONTINUING EDUCATION CREDITS



This seminar has been approved for **4.0 general** continuing education hours through the HR Certification Institute (HRCI).



This program is valid for **4.0** Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM.

For more information, please visit www.hrci.org and www.shrm.org. *Only those in attendance will receive certification documentation.*

AGENDA

7:30 to 8:00 am	Registration
8:00 to 9:00 am	Welcome & General Session
9:00 to 9:10 am	Break
9:10 to 10:10 am	Breakout Session 1
10:10 to 10:20 am	Break
10:20 to 11:20 am	Breakout Session 2
11:20 to 11:30 am	Break
11:30 am to 12:30 pm	Breakout Session 3

BREAKOUT SESSION 1

9:10 TO 10:10 AM

(select one session from pages 4 and 5 to attend)



1 ACA, AHCA & HEALTH CARE REFORM:

FORECASTING WHAT'S NEXT FOR EMPLOYERS

Reading the 'crystal' ball of health care reform has become murky indeed. Repeal? Replace? No change foreseen? What's up the Congressional sleeve, and what is likely to actually get enacted? Mandates, Cadillac plans and wellness programs – oh my! How does HR keep up? Come hear the latest on this rapidly changing tale of compliance.

PRESENTERS:

Mary Bauman & Tripp VanderWal



2 EDUCATION LAW UPDATE 2017

This session is specifically tailored for Michigan educators – public, charter and private. Never have there been more regulatory hoops to comply with. Withdrawal of the U.S. DOE's gender identity/transgender "dear colleague" letter, student discipline guidelines on the horizon, FOIA developments, Open Meeting Act compliance, and the never ending challenges involving religion and constitutional rights. Stay on top with this session for school administrators.

Cathy Tracey & Andrew Cascini



3 GOVERNMENT CONTRACTOR UPDATE & EEO-1 REPORTS

What's the future hold for federal contractors under the new Trump White House? Possible merger with EEOC; greater focus on enforcing pay equity; huge recent settlements; the Google subpoena for pay data on 25,000 employees; CSAL program resurrected; budget impact on OFCCP; and yes – what remains after the EEO-1 Report fallout. Come find out the radical changes on the horizon.

Gary Chamberlin & Kelley Stoppels



BREAKOUT SESSION 1

9:10 TO 10:10 AM

(select one session from pages 4 and 5 to attend)



4 THE TRUMP DOL & FLSA COMPLIANCE: *WHAT'S HAPPENED & WHAT'S AHEAD*

So what REALLY is going on with the overtime exemption and salary level? And what's significant about the DOL withdrawing significant guidance on independent contractors, joint employers and tip pooling? Are these simply going away, going back to the 'old' law, or what? Find out what's new with the DOL, and the impact of an agency budget crunch to come.

PRESENTERS:

Marcus Campbell &
Dan Schipper



5 WORKPLACE VIOLENCE REFRESHER: *DON'T LET YOUR HR GUARD DOWN*

HR managers aren't body guards. There are steps you can take to try and prevent a violent episode and protect your company from liability exposure. These include policies and work rules, employee/manager training, security precautions or fitness for duty examinations based on threatening employee behavior. Make sure you've got a prevention and communication plan in place.

Rebecca Strauss



BREAKOUT SESSION 2

10:20 TO 11:20 AM (select one session from pages 5 and 6 to attend)



6 ACA, AHCA & HEALTH CARE REFORM: *FORECASTING WHAT'S NEXT FOR EMPLOYERS (REPEAT SESSION)*

Reading the 'crystal' ball of health care reform has become murky indeed. Repeal? Replace? No change foreseen? What's up the Congressional sleeve, and what is likely to actually get enacted? Mandates, Cadillac plans and wellness programs – oh my! How does HR keep up? Come hear the latest on this rapidly changing tale of compliance.

PRESENTERS:

Mary Bauman & Tripp VanderWal



7 GUIDE TO MEDICAL MARIJUANA LAWS FOR EMPLOYERS WITH MULTI-STATE EMPLOYEES

Legalized marijuana, medical use marijuana, federal and state criminal laws, medical leaves and the impact of disability accommodation all can differ by state. How do you juggle the rules when employees are spread across the U.S.? How are substance and testing policies impacted by the many exceptions created by state and local laws? This session will discuss the patchwork of laws and approaches to undertake.

Tony Comden & Stephanie Quist



BREAKOUT SESSION 2

10:20 TO 11:20 AM

(select one session from pages 5 and 6 to attend)



8 HANDLING EMPLOYEE PERFORMANCE PROBLEMS DISCOVERED DURING MEDICAL LEAVES

HR professionals have encountered this scenario – an employee who goes on leave and serious work deficiencies are discovered during his/her absence. Or the employee who is on a “final straw” status for attendance or job performance, only to have him/her take a FMLA or medical leave on the eve of discharge. Do you discipline during leave or when they return to work? Confront now or later? Learn how to handle and minimize the risks.

PRESENTERS:

Sarah Willey



9 NON-COMPETES GONE WILD: *WHAT CAN EMPLOYERS REALLY PROTECT & HOW?*

Should you protect your company’s critical competitive trade secrets with non-compete agreements? If so, how is that best done? Only new hires, or how can you compel those already on board to sign a non-compete? Should it only be selective employees like top management, R & D and sales workers, or all employees? If so, are those valid? Find out what courts find acceptable, enforceable and how to stay within the legal parameters.

Keith Eastland & Patrick Edsenga



BREAKOUT SESSION 3

11:30 AM TO 12:30 PM (select one session from pages 7 and 8 to attend)



10 **ADA DISABILITY ACCOMMODATION:** *WHAT IS IT, & HOW FAR DOES IT GO?*

The ADA has been around over 25 years, yet complying with employee accommodation obligations still stymies many employers. This session uses actual examples of employees with mental/physical disabilities. We'll walk through the ADA interactive process and reasonable accommodation analysis for employers; including exceptions to attendance policies and work rules.

PRESENTERS:

Mary Tabin & Mark Wilkinson



11 **NLRA: TEN LIKELY CHANGES AHEAD UNDER THE TRUMP ADMINISTRATION**

We gave our predictions last year. Now find out what's happened on the union front during the first nine months of a new administration. What else is likely ahead with the NLRB and the pendulum of Board policy enforcement?

Nate Plantinga & Pete Peterson



BREAKOUT SESSION 3

11:30 AM TO 12:30 PM (select one session from pages 7 and 8 to attend)



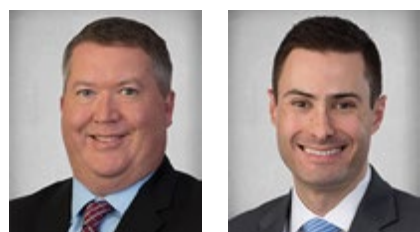
12 USING TEMP AGENCIES AS YOUR TALENT SOURCE:

LEGAL ISSUES YOU NEED TO KNOW

Do you use staffing agencies to obtain new workers – especially for production jobs? What are the risks and liabilities when a third party temp agency becomes an employer's recruiting agent? Who's responsible for discrimination charges, wage/hour compliance, recordkeeping, FMLA leaves and ADA accommodation? How does the joint employer doctrine work? Learn what notices, communications and contractual precautions should be undertaken between your company and a temp agency.

PRESENTERS:

Greg Ripple & Matt O'Rourke

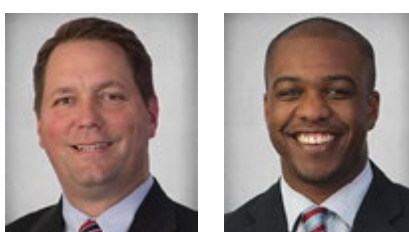


13 "WHEN THE WALL COMES TUMBLIN' DOWN": NAVIGATING

THE CHAOS OF IMMIGRATION REFORM

Will the U.S. build it? Will the current visa program be overhauled? Will the 'dreamers' program become a nightmare? How can employers continue to use immigration laws to obtain needed high skills talent? Yet another new I-9 form? What is the Trump administration's agenda? We'll cover it all.

Mike Stroster & Kevin Battle



WELCOME AND GENERAL SESSION

SEMINAR KICK-OFF 8:00 AM TO 9:00 AM

A power packed 60-minute opportunity to learn about key developments and what to be aware of for the betterment of your organization.

Using real-life examples and scenarios you may be all too familiar with, our attorneys will present a common sense approach to complex issues.



PRESENTER:
Bill Fallon



OCT. 31, 2017

**GRAND RAPIDS
DEVOS PLACE**

ADDITIONAL INFORMATION

LOCATION

DeVos Place

303 Monroe Ave NW
Grand Rapids, MI 49503

DIRECTIONS

Located downtown Grand Rapids, DeVos Place is easily accessible from US-131, I-96 and I-196.

PARKING

DeVos Place

Park directly under DeVos Place in the parking ramp. Entrance is off of Michigan St. near the Michigan St. and Monroe Ave. intersection.

Across the Street

Parking is also available across the street from DeVos Place in the Fifth Third Center Parking Garage located in front of and under the Calder Plaza Building or the Government Center Ramp located next to the Calder Plaza Building.

REGISTER ONLINE

To register for the Grand Rapids seminar, visit: <https://millerjohnson.com/events/>

GRAND RAPIDS DEADLINE

To ensure your seat, register for the Grand Rapids seminar before **Tuesday, October 24.**

QUESTIONS?

Contact **Amy McCaffrey** by emailing: mccaffreya@millerjohnson.com.



MILLER 
JOHNSON
Attorneys

**DOWN TO EARTH,
DOWN TO BUSINESS.**

GRAND RAPIDS
616.831.1700

KALAMAZOO
269. 226.2950

millerjohnson.com