

# EMPLOYMENT LAW SEMINAR

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## **KALAMAZOO**

Thursday, October 4, 2018  
Radisson Plaza Hotel

## **GRAND RAPIDS**

Tuesday, October 30, 2018  
DeVos Place



# SEMINAR

## ABOUT THE SEMINAR

Laws, regulations, policies and workplace issues are changing the employment and labor fields for your organization and how you manage your daily operations. 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 at the 2018 Employment Law Seminar:

- **Kalamazoo, Thursday, October 4**
- **Grand Rapids, Tuesday, October 30**

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

## WHO SHOULD ATTEND

The Miller Johnson 2018 Employment Law Seminar welcomes all levels of staff of any current client\* and prospective clients.

## FEE

Miller Johnson Clients: No Charge \*  
Prospective Clients: \$250

*\*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.*

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

## AGENDA

7:30 to 8:00 am	Registration & Breakfast
8:00 to 9:00 am	Welcome & General Session
9:00 to 9:15 am	Break
9:15 to 11:15 am	The Show "Case"
11:15 to 11:30 am	Break
11:30 am to 12:30 pm	Breakout Sessions

# DETAILS

## DATES & LOCATIONS

**KALAMAZOO**  
**Thursday, October 4, 2018**  
Radisson Plaza Hotel  
100 West Michigan Avenue  
Kalamazoo, MI 49007

**GRAND RAPIDS**  
**Tuesday, October 30, 2018**  
DeVos Place  
303 Monroe Ave NW  
Grand Rapids, MI 49503

## REGISTER ONLINE

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

### Kalamazoo Deadline

To ensure your seat, register for Kalamazoo's seminar **before Thursday, September 27.**

### Grand Rapids Deadline

To ensure your seat, register for Grand Rapids' seminar **before Tuesday, October 23.**

## CONTINUING EDUCATION

*Only those in attendance will receive certification documentation.*

**HRCI** - The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

**SHRM** - This program is valid for 4.0 PDCs for the SHRM-CP or SHRM-SCP.





## 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.

We'll recap what employers still need to be mindful of regarding the ACA and get out our crystal ball to help you forecast how the ACA may impact you and your employees in the future.

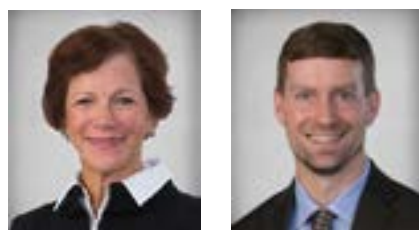
We'll follow that up with a fast-paced review of the most significant changes and updates to employment law, using real-life examples and scenarios you may be all too familiar with. Our goal will be to bring a common sense approach to complex issues, highlighting what we think are the most important takeaways for HR professionals.

#### KZ PRESENTERS:



Mary Bauman, John Koryto & Sarah Willey

#### GR PRESENTERS:



Mary Bauman & Nate Plantinga

# THE SHOW "CASE"

9:15 AM TO 11:15 AM

#### AN INTERACTIVE HR PRESENTATION

In a twist on our traditional format, Miller Johnson attorneys will present scenarios spotlighting some of the hot topic, complex and common issues facing HR professionals today.

You will follow a couple of employees, a supervisor, an HR manager and executives as they navigate problems of workplace harassment, intermittent leave, fraud and more.

This entertaining presentation's primary objectives are to provide you with:

- recommendations on how to manage tough situations successfully;
- how to avoid pitfalls; and
- how to minimize legal and practical risks for your organization.

#### MODERATED BY:



Cathy Tracey

#### FEATURED ATTORNEYS:



Kevin Battle



Andrew Cascini



Greg Ripple



Rebecca Strauss



Mary Tabin



Mark Wilkinson

# BREAKOUT SESSIONS

SELECT ONE TOPIC FROM PAGES 6 & 7

11:30 AM TO 12:30 PM

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## ARE YOU IN COMPLIANCE WITH OVERTIME & TIMEKEEPING LAWS?

Here's the brutal truth: Odds are very high that you're not. Experience tells us that most employers - even the most sophisticated ones - have wage and hour violations lurking right under their noses. In this advanced breakout session, participants will learn where to look for the most likely and costly violations - the same ones the Department of Labor and plaintiffs' lawyers are looking for; how to fix those problems while minimizing or eliminating potential liability; and tips for achieving and maintaining compliance on a day-to-day basis.

### PRESENTERS:



Bill Fallon

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## JUGGLING THE ADA & FMLA

Medical issues in the workplace continue to confound even the most experienced HR professional, and the rules keep changing. We will update you on the latest developments and use case studies to learn best practices and what not to do. We'll discuss strategies for intermittent FMLA leave, how to handle suspected abuse of leave, obligations with regard to non-FMLA leave, pregnancy accommodations, application of the reasonable accommodation process to job performance concerns and misconduct, best practices for evaluating essential job functions, how to address confusing and inconsistent medical documentation and the EEOC's position with regard to mental health conditions.



Sarah Willey

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## HARASSMENT & DISCRIMINATION LEGAL UPDATE

In the #MeToo era, HR professionals must be comfortable knowing that an ignored complaint, a delayed investigation, or an overlooked witness could not only plunge an employer into a federal court trial, but also a trial in the court of public opinion. This session will help employers learn more about whether Title VII may now cover LGBT employees, what qualifies as sex discrimination and harassment in 2018, and how to respond to sexual harassment allegations in the social media age.



Jeff Fraser

MILLER JOHNSON

11:30 AM TO 12:30 PM

BREAKOUTS

SELECT ONE TOPIC FROM PAGES 6 & 7

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## THE TRUMP EFFECT ON TRADITIONAL LABOR LAW

In April 2018, the Senate confirmed President Trump's appointment for NLRB chair creating a full Board that, along with a Republican General Counsel, is expected to enact seismic shift in the labor law landscape. In this session, we will cover important and anticipated traditional labor law changes for union and non-union employers, including updates on concerted protected activity, employer work rules, joint employer liability, "persuader" rules, collective bargaining, and the future of union elections. We'll also cover important developments impacting public sector employees, such as the Supreme Court's decision in *Janus* and recent state law changes.

### PRESENTERS:



David Buday(KZ) Keith Eastland(GR) Frank Berrodin, Jeff Gray & Tripp VanderWal



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## EMPLOYEE BENEFIT UPDATE: CURRENT RETIREMENT & HEALTH/WELFARE ISSUES

Join us for an update on recent legal developments and current trends impacting your retirement plans and health/welfare plans. Topics to be covered include: recent agency announcements and proposed legislation, the latest guidance and audit activity regarding missing participants, qualified and nonqualified plan design trends and challenges, updates on wellness programs under the ADA, ACA developments and other proposed legislation impacting employer-sponsored health plans.

NEW THIS YEAR!

At registration, we'll ask you to submit a question you have for your breakout session topic.

In each session, we'll respond to your submitted questions.

# GRAND RAPIDS

TUESDAY, OCTOBER 30

## AGENDA

7:30 to 8:00 am	Registration & Breakfast
8:00 to 9:00 am	Welcome & General Session
9:00 to 9:15 am	Break
9:15 to 11:15 am	The Show "Case"
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## GR DEADLINE

To ensure your seat, register for the Grand Rapids seminar **before Tuesday, October 23** at <https://millerjohnson.com/events/>.

## 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.

## LOCATION

DeVos Place  
303 Monroe Ave NW  
Grand Rapids, MI 49503

## QUESTIONS?

Contact Amy Sgro by emailing: [sgroa@millerjohnson.com](mailto:sgroa@millerjohnson.com).

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# KALAMAZOO

THURSDAY, OCTOBER 4

## KZ DEADLINE

To ensure your seat, register online for the Kalamazoo seminar **before Thursday, September 27** at <https://millerjohnson.com/events/>.

## QUESTIONS?

Contact Amy Sgro by emailing: [sgroa@millerjohnson.com](mailto:sgroa@millerjohnson.com).

## LOCATION

Radisson Plaza Hotel  
100 West Michigan Avenue  
Kalamazoo, MI 49007

## DIRECTIONS

Located downtown Kalamazoo at the West Michigan Avenue and North Rose Street intersection.

## PARKING

The Radisson Plaza Hotel & Suites Parking Ramp is across the street with access from Rose St. or Church St. For your convenience, the parking ramp and hotel are connected via an elevated, enclosed skywalk on Level 3 of the parking ramp.

Parking will be validated at your exit by having the ramp gates lifted.

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

**GRAND RAPIDS**

Arena Place Building  
45 Ottawa Ave. SW  
Suite 1100  
Grand Rapids, MI 49503  
616.831.1700

**KALAMAZOO**

Radisson Plaza Hotel  
100 West Michigan Avenue  
Suite 200  
Kalamazoo, MI 49007  
269.226.2950