

SCHWARTZ HANNUM PC

Annual Seminar: 2008 Hot Topics in Labor and Employment Law

Thursday, November 6, 2008

The Hilton Woburn, at Rts. 128 & 93 (2 Forbes Road, Woburn, MA)

7:45 a.m. – 12:00 p.m.

SCHEDULE OF EVENTS

7:45 – 8:30 A.M.

Registration, Breakfast and Networking

8:30 – 8:35 A.M.

Welcome

Sara Goldsmith Schwartz

8:35 – 9:45 A.M.

Annual Labor and Employment Update: Overview of Important Legal Decisions and Legislative Changes

Sara Goldsmith Schwartz and G. Michael Palladino

This presentation will provide an overview of the most critical court decisions and legislative changes in federal, Massachusetts and multi-state labor and employment laws during the past year, including:

- amendments to the Family and Medical Leave Act, proposed regulations, and practical compliance tips
- new DOT drug and alcohol testing regulations
- EEOC guidance regarding religious discrimination and veterans with service-connected disabilities
- trends in discrimination and harassment claims at the EEOC
- recent cases on associational retaliation
- federal law concerning protection of genetic information
- proposed revisions to the Americans with Disabilities Act
- multi-state healthcare reform, same-sex marriage and civil union laws
- data breach and document retention laws
- hands-free cell phone laws and ordinances
- recent developments with non-competition agreements and other restrictive covenants
- child labor laws
- mandatory sick leave laws
- new federal contractor E-Verify requirements
- recent developments in immigration law

9:45 – 10:05 A.M.

The Massachusetts Health Care Law: The Rules Keep Changing!

Shannon M. Lynch

Just when you thought you had it all figured out: the rules are changing again. This presentation will explain how the Massachusetts health care reform law has changed, identify the ramifications for employers of all sizes, and offer practical compliance tips.

WHO SHOULD ATTEND?

Executives, human resources professionals, managers, general counsel and other in-house counsel will benefit from this program.

PROGRAM OVERVIEW

Experienced labor and employment attorneys will address hot topics and cutting-edge labor and employment issues. The conclusion of the seminar will feature an “Ask the Experts” session, during which attendees are encouraged to ask questions of the attorneys regarding any labor and employment law topic.

10:05 – 10:20 A.M.

Networking and Refreshment Break

10:20 – 11:45 A.M.

Protecting Assets in a Challenging Economy: Avoiding Popular Employee Claims

William E. Hannum III and Mary Pat Hagan

You need to do more to protect your company in a “down economy” (a/k/a a recession): as reductions in force increase, so do claims by employees and former employees. So, here’s how to protect against skyrocketing wage and hour claims, and do RIFs right.

The first segment of this presentation, “Avoiding the Sting of Treble Damages: How to Conduct a Self-Audit To Avoid Wage and Hour Law Violations,” will guide attendees on how to identify and correct potential traps such as overtime violations, mis-classifying employees as salaried (exempt), improperly deducting from paychecks, paying commissioned employees improperly both during employment and upon termination of employment, and improperly classifying and engaging independent contractors.

The second segment of this presentation, “Everything You Always Wanted to Know about Reductions-in-Force,” will provide practical tips for shrinking the workforce without expanding employee claims. Topics include proper preparation of severance agreements, analysis of disparate impact issues, and RIF justification statements.

11:45 A.M. – 12:00 P.M.

Ask the Experts

The conclusion of the seminar features an “Ask the Experts” session, during which attendees are encouraged to ask questions regarding any labor and employment law topic.