

# EVENTS

## 33rd Annual Labor, Employment, Benefits, and Immigration Law Forum

Virtual

10.29.2020 | 8:00 AM – 12:00 PM

Please join us virtually on Thursday, October 29th for our 33rd Annual Labor, Employment, Benefits, and Immigration Law Forum! Our program will provide attendees with information regarding a wide variety of labor, employment, employee benefits, and immigration issues facing employers today.

Attendees will be eligible for 1-3 HRCI and SHRM CE Credits, pending approval.

Due to COVID-19, we will be hosting our seminar virtually in 2020 and will have a slightly different format. We are asking attendees to register for each session individually to give more flexibility in scheduling and to better distribute the continuing education credits.

**Attendees should register for the "Welcome and Introduction" session and then register for one webinar in each Workshop Session.**

### **Registration: \$49**

Butzel Long will issue an invoice to the registrant after registration. Presentation recordings will be made available to those who have registered for the event, at a later date.

Please direct inquiries to Nairi Chopjian at [chopjian@butzel.com](mailto:chopjian@butzel.com)

### **2020 Seminar Agenda**

**8:00 a.m. Welcome and Introduction (*Dan Tukul*) – Please register for the Welcome and Introduction Session**

### **Related People**

Barbara Eckert Buchanan  
Shareholder

Carey A. DeWitt  
Shareholder

Clara DeMatteis Mager  
Director

Terrence J. Miglio  
Shareholder

Brett J. Miller  
Shareholder

James S. Rosenfeld  
Shareholder

Daniel B. Tukul  
Shareholder

### **Related Services**

Citizenship

Employee Benefits

Employer Compliance

Employment Litigation

Green Cards

Immigration

Job Discrimination & Wrongful  
Discharge

Labor and Employment

Temporary Visas

Traditional Labor

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COVID has certainly turned the employment world upside down and given employers a host of new issues to address. But this last year has also seen a number of other significant developments, regulations and court decisions. Some of the most significant employment developments of the last year will be highlighted.

Please click [here](#) to register for the Welcome and Introduction Session.

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### **8:30 a.m. WORKSHOP SESSION 1 – Please register for ONE of the following sessions**

#### **Back to Work or Planning the Return to Work – What Now? (*Brett Miller, Barbara Buchanan*)**

Whether your employees have returned to the workplace or you are planning for the return of employees, there are a host of issues employers face. From an array of new laws and local ordinances, to employees refusing to work, to difficulty applying existing policies, to potential COVID exposure, this workshop will identify considerations and strategies for returning employees to work in the “new normal.”

Click [here](#) to register for “Back to Work or Planning the Return to Work – What Now?”

-or-

#### **WHOOOPS! Benefits Mistakes to Avoid During COVID (*Lynn McGuire, Tom Shaevisky*)**

2020 has been a year of enormous change and upheaval for employee benefit professionals. In this session our Employee Benefit pros will point out several of the potential employee benefit traps you need to be aware of in order to avoid an employee benefit disaster.

Click [here](#) to register for “WHOOOPS! Benefits Mistakes to Avoid During COVID”

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### **9:30 a.m. BREAK**

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### **9:45 a.m. WORKSHOP SESSION 2 – Please register for ONE of the following sessions**

#### **Diversity and Inclusion in the Workplace (*Jim Rosenfeld, Terry Miglio, Mike Griffie*)**

The disproportionate effect of COVID infection rates and deaths on communities of color has refocused attention on racial disparities, including in the workplace. This workshop will discuss those issues, including valuing diversity and inclusion in the workplace, stereotyping and implicit bias issues including Governor Whitmer’s Executive Order requiring implicit bias training for licensed health professionals and state employees.

Click [here](#) to register for “Diversity and Inclusion in the Workplace”

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-or-

### **COVID-19 and Immigration: Dealing with Unprecedented Issues in Uncertain Times (*Linda Armstrong, Clara Mager, Reggie Pacis, Bushra Malik*)**

The global response to COVID-19 has significantly impacted various aspects of employment-based immigration in the U.S. This workshop will explore options for employers to assist foreign nationals in obtaining and maintaining legal immigration status in the United States. Specific topics of discussion will include: a summary of Presidential Proclamations and their National Interest Exceptions; the most recent updates from U.S. government agencies; the impact of furloughs and layoffs on foreign nationals in the most utilized nonimmigrant classifications; and Covid-19's impact on employment eligibility verification.

Click here to register for "COVID-19 and Immigration: Dealing with Unprecedented Issues in Uncertain Times"

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### **10:45 a.m. BREAK**

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### **11:00 a.m. WORKSHOP SESSION 3 – Please register for ONE of the following sessions**

#### **Do You Know Where Your Secret Sauce Is? (*Carey DeWitt, Brett Rendeiro*)**

Most businesses have a "secret sauce" – the thing that differentiates them in the marketplace and creates value for the organization. At the onset of COVID, technology allowed many businesses to quickly transition to a partial or full remote workforce. But, do you know where your valuable trade secrets and confidential information are now? This workshop will explore challenges and potential solutions for securing your "secret sauce" during this pandemic-fueled remote work environment and what may be the virtual workplace of the future.

Click here to register for "Do You Know Where Your Secret Sauce Is?"

-or-

#### **Money Talks: New Developments in Wage and Hour and Pay Issues in Remote Work (*Rebecca Davies, Sarah Nirenberg*)**

The Department of Labor and courts throughout the country have been busy in 2020 providing guidance and opinions addressing the Fair Labor Standards Act. This session will not only address the COVID-related wage and hour issues regarding tracking teleworking employee's hours of work and properly compensating exempt employees during cut-backs but will also examine the new fluctuating workweek regulations, recent DOL opinion letters regarding outside salesman exemption and referral bonuses, and the DOL's reprieve from double damages for employers. Attendees will be provided with important legal updates as well as practical recommendations to help your organization establish best practices.

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[Click here to register for “Money Talks: New Developments in Wage and Hour and Pay Issues in Remote Work”](#)