

21ST ANNUAL
LABOR &
EMPLOYMENT
SEMINAR

October 20, 2016

The Stonegate Conference
& Banquet Centre

2401 West Higgins Road
Hoffman Estates, Illinois
9:00 a.m. – 5:00 p.m.

Registration begins at 8:00 a.m.



Announcing

**A Discussion with the Agencies:
Focus, Initiatives and Guidance**

New panel this year with the EEOC,
IDHR, DOL, and OSHA!

Discover what will be important in 2017!

HINSHAW

& CULBERTSON LLP

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General Session 9:00 - 11:45

Welcome Remarks

Aimee Delaney, 9:00 - 9:10

The Labor & Employment Year in Review

Join three of our labor & employment attorneys as we address recent developments in the ever-changing landscape of employment law claims, including legislative changes and significant court decisions from 2016. We will also cover important pending cases and legislation on the horizon.

Speakers: *Aimee Delaney, Jonathan Eiden and Elizabeth Odian*

Break 10:05 - 10:15

A Discussion with the Agencies: Focus, Initiatives and Guidance

This panel discussion will feature representatives of the Equal Employment Opportunity Commission, Occupational Safety and Health Administration, the Illinois Department of Human Rights and the Department of Labor who will identify and discuss recent initiatives of their respective organizations. Moderated by a Hinshaw partner, the panel will address employer compliance with and important developments in the laws they enforce. The question and answer format will provide you with valuable insight, with the goal of gaining a better understanding of the investigative and prosecutorial approach of these important agencies and their impact on the workplace.

Moderator: *Tom Luetkemeyer*

Lunch 11:45 - 1:00

Breakout Session 1 1:00 - 1:50

Protecting Your Business Against Theft of Customers and Trade Secrets

Earlier this year, President Obama signed into law the Defend Trade Secrets Act of 2016, which establishes federal protections for trade secrets. During this program you will learn the important features of this new law, how it compares to the Uniform Trade Secrets Act adopted by most states and what your business should be doing to protect its trade secrets and enforce its rights. We will also cover the enforceability of employee non-competition and non-solicitation covenants, the effect of recent case law applying the substantial employment rule, and best practices for drafting restrictive covenants.

Speakers: *Adam Saper, Jane Schlict*

Puzzling Personnel Predicaments

This session will cover those puzzling employment issues that stump even the most experienced HR professional. Through interactive dialogue, we will dissect complex topics that arise in the modern workplace, such as unsuspecting disabilities, guns on company property, employee conduct on social media, and LGBT harassment. These issues are tough to navigate but must be addressed to minimize potentially significant personnel problems.

Speakers: *Jennifer Ballard, Susan Kusper, Kathryn Vander Broek*

Break 1:50 - 2:00

Breakout Session 2 2:00 - 2:50

What Employers Need to Know About Whistleblower Claims

The False Claims Act has spawned a number of whistleblower statutes which can result in serious claims in the workplace. Our white collar attorneys

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– who are both former federal prosecutors – will discuss the landscape of various whistleblower statutes and steps to take when presented with internal complaints. We will also address how to design, implement and monitor internal compliance programs that can help your organization to identify the best approaches to prevent these types of claims.

Speakers: *Sergio Acosta, Daniel Purdom*

Changes in NLRB Policy and Law: How Your Workplace Is Affected

The NLRB has been anything but quiet this year, attempting to overturn as much long-standing precedent as it can before political winds have a chance to shift. In this session, we will discuss a variety of the precedential changes, including rules on employee contact in advance of a union election, the impact of temporary staffing agency workers on a bargaining unit, the replacement of your workforce during a strike, as well as others. We will also identify and address the best practices an employer can implement in order to reduce the possibility of NLRB intervention in your workplace.

Speakers: *James Pirages, Nicole Jagielski*

Break 2:50 - 3:00

Breakout Session 3 3:00 - 3:50

What to Do When the Wolf Comes Knocking: Anticipating and Surviving IRS and DOL Investigations of Employee Benefit Plans

Most of us have heard or read horror stories about a governmental investigation gone wrong—countless documents demanded by subpoena, substantial monetary sanctions, and endless hours spent trying to satisfy the investigating agents. With appropriate guidance and counsel, however, an IRS audit or DOL investigation of your employee benefit plans can be managed to maximize the potential for the best possible outcome under the circumstances. In

this session, we will offer practical guidance on how to work through an investigation of your employee benefit plans. Strategies include correcting plan mistakes and failures using government voluntary correction programs before the government comes knocking, best practices prior to and during an investigation, preparing and submitting responses to the investigating agent, and negotiating satisfactory resolutions. Our experienced employee benefit plan practitioners will discuss case studies to provide real-world examples of how proper planning and effective counsel both before and during the investigation may help prevent your IRS or DOL investigation from turning into another horror story.

Speakers: *Anthony Antognoli, Lisa Burman, James Harbert*

Winter Is Coming: FLSA Updates

Our presentation will address the changes to the FLSA that become effective in December and discuss ways to handle the impact of this major amendment. We will highlight recent wage and hour law cases and initiatives and how they impact a number of business scenarios. We will also address other common wage and hour issues, such as developments in joint employment, anti-retaliation claims, the gig economy and other pressing federal, state and local ordinances and their effect on wage and hour policies and practices.

Speakers: *Linda Horras, Ambrose McCall*



4:00 - 5:00

Advice on Tap!

Wrap up the program with **Advice on Tap**, an open mic session where you can pose questions to Hinshaw attorneys while enjoying beer, wine or soft drinks. Light hors d'oeuvres will also be served.

SEMINAR INFORMATION AT A GLANCE



Who Should Attend?

- + Employers
- + Human Resource Professionals
- + In-House Legal Counsel



What Will Participants Learn?

Participants will learn about current trends and developments in labor and employment law and gain practical strategies for minimizing an employer's exposure to claims.



Why Is This Seminar Unique?

Attorneys who have a depth of knowledge and experience in all areas of labor and employment, employee benefits and immigration law will be together at one time and place to provide employers with practical solutions to common challenges.



Continuing Education

HR professionals can earn continuing education credit toward PHR and SPHR recertification. Attorneys may earn CLE credit. Applications pending.



Date & Location

Thursday, October 20, 2016
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Registration & Registration Fee

\$95 registration fee includes continental breakfast, lunch, seminar materials and Advice on Tap refreshments.

To register online for the Annual Labor & Employment Seminar, please click here.

[Click here to register online](#)

This information is also available on our website, www.hinshawlaw.com.



Questions

If you have any questions, please contact Maureen Spain at 312-704-3030 or mspain@hinshawlaw.com.