



**23RD ANNUAL
LABOR, EMPLOYMENT,
AND IMMIGRATION
LAW FORUM**



FRIDAY, 12 NOVEMBER 2010

DEARBORN INN
20301 OAKWOOD BOULEVARD
DEARBORN, MICHIGAN

BUTZEL LONG

www.butzel.com



23RD ANNUAL LABOR, EMPLOYMENT, AND IMMIGRATION LAW FORUM



GENERAL SCHEDULE

7:30 – 8:30 AM **REGISTRATION AND CONTINENTAL BREAKFAST**

8:30 – 8:45 AM **WELCOME AND INTRODUCTIONS**

8:45 – 9:15 AM **UPDATE ON NEW LABOR AND EMPLOYMENT
DEVELOPMENTS AND TRENDS**

9:15 – 10:15 AM **PANEL DISCUSSION: TODAY'S WORKPLACE**

Through a series of scenarios, a panel of attorneys will analyze and discuss several different situations encountered by today's human resources professionals, including medical marijuana, use of genetic information, and the intersection between ADA, FMLA, and other statutes.

10:15 – 10:25 AM **BREAK**

10:25 – 11:25 AM **WORKSHOP SESSION I**

11:25 – 11:30 AM **BREAK**

11:30 – 12:30 PM **WORKSHOP SESSION II**

12:30 – 2:00 PM **LUNCH AND LEARN**

Meet the Attorneys. Seminar participants are invited to a strolling lunch, with a "Meet the Attorneys" session that includes opportunities for additional directed questions/discussions of the various workshop issues and other items of interest.

2:15 – 3:15 PM **WORKSHOP SESSION III**

3:15 PM **RECEPTION**

WORKSHOP SESSION I: 10:25 – 11:25 AM

Recent Developments in Immigration Law

Reginald A. Pacis

Topics include cover changes to the Visa Waiver program, including “paperless” I-94 cards and ESTA registration fees; increase in filing fees for H-1B and L-1 classifications; and H-1B required employer and employee relationships.

Federal Labor Law and the Non-Unionized Employer: What You Need to Know, But Were Afraid to Ask

Gary W. Klotz, Craig S. Schwartz

This traditional labor workshop covers how today’s “traditional” labor laws, such as collective bargaining, unfair labor practices, or strikes, affect your workplace, whether unionized or not.

Wage and Hour Compliance: The DOL’s New Enforcement Initiatives and Common Employer Mistakes to Avoid

Robert A. Boonin

Misclassifying employees, or misunderstanding when and how overtime pay is required, can result in substantial liability. This workshop will highlight areas of overtime pay compliance that employers too frequently misunderstand, as well as provide insight into the new initiatives underway at the DOL to more aggressively enforce the FLSA.

Employee or Independent Contractor? Proper Classification and New Enforcement Programs

Chester E. Kasiborski, Jr., Malcolm D. Brown

This workshop will cover how to determine if a worker is properly classified as an employee or as an independent contractor. We will also help identify potential risks under new enforcement programs.

WORKSHOP SESSION II: 11:30 – 12:30 PM

Immigration: Workplace Enforcement

Linda J. Armstrong, Bushra A. Malik

This workshop covers how to prepare I-9 forms, electronic completion and storage of I-9 forms, H-1B Labor Condition Application Public Access File requirements, and trends in Immigration Service and Department of Labor investigations.

Protecting Your Trade Secrets and Enforcing Non-Compete Agreements

Carey A. DeWitt, Katherine Donohue Goudie

In today’s economy, theft of proprietary information and confidential business data is on the rise as displaced employees look to improve their attractiveness to new employers by delivering these most valued assets to competitors. This workshop will provide practical guidance on immediate steps you and your business can take to ensure that confidential assets are protected. These measures include identification of your confidential assets, enforceability of restrictive covenants and confidentiality agreements, and how to properly enforce implemented measures when confidential and proprietary assets are threatened.

The Multicultural Workplace: Employers’ Obligations to Accommodate Religious and Cultural Practice in the Workplace

Daniel B. Tukel, Candace D. Randle

With an increasingly multicultural workplace come additional obligations to accommodate numerous religious and cultural practices and beliefs. This workshop discusses employers’ accommodation requirements and practical issues involved.

FMLA: Adapting to the Latest Regulations and Curbing Abuses

James S. Rosenfeld, Bethany Steffke Sweeny

Recently implemented regulations under the Family and Medical Leave Act impose additional requirements on employers. This workshop will explore the new regulations and how to comply with them, as well as other thorny FMLA issues that often plague employers, such as intermittent leaves.

WORKSHOP SESSION III: 2:15 – 3:15 PM

Employment-Sponsored Permanent Resident Status (Green Cards)

Clara DeMatteis Mager, Elissa Noujaim Pinto

This immigration workshop will discuss the employment-based preference categories; the interplay between job requirements, prevailing wage, job zones, and specific vocational preparation values in the labor certification process; and business necessity documentation for foreign languages and educational experience requirements.

Practical Guidance on Addressing “Real Life” ADA, FMLA and GINA Issues

Regan K. Dahle and Charlotte Garry Carne

Some of the most complicated issues facing employers today relate to employee health issues. This advanced-level seminar will cover, through the use of “real life” situations, the most commonly applied provisions of the ADA, FMLA and GINA. Participants will problem solve scenarios where the ADA, FMLA and/or GINA are implicated. This seminar is designed for those with some working knowledge of the ADA and FMLA.

Technology in the Workplace: Issues and Strategies

Louis Theros, Benjamin K. Steffans

Employers today face numerous technology-related issues, including cyber-harassment, improper downloading, misuse of email, blogging, instant messaging, web surfing, internet shopping, online gambling, and reduced productivity. Technology also offers employers the possibility of substantial information in the selection of employees, such as use of electronic background checks, Facebook®, MySpace®, Twitter®, etc. This session will explore ways employers can monitor and respond to these new challenges.

Hot Topics in Employee Benefits, Including the Latest on Health Care Reform

Roberta P. Granadier, Lynn McGuire

Health Care Reform has dramatically changed the landscape of employer provided health benefits. Government agencies continue almost weekly to issue regulations that explain such terms as grandfathered plans, preventative care, and external claims appeals. This workshop will provide an overview of employers’ responsibilities under health care reform and insight into the more complex compliance obligations and planning opportunities. We will also highlight current issues that impact retirement plans such as 401(k) plan fee disclosure rules, Form 5500 reporting requirements, pension plan funding requirements and year end amendments.

Employee Meltdowns: How to Prevent Them and What to Do When the Employee Jumps Off the Plane

John P. Hancock, Jr.

In the wake of the recent instances of employees acting out in the workplace as the result of stress and other factors, this seminar will look at ways to spot potential meltdowns, how to prevent them, and what to do when they happen.

ATTORNEYS PRACTICING IN BUTZEL LONG’S LABOR, EMPLOYMENT, BENEFITS, AND IMMIGRATION LAW AREAS

Linda J. Armstrong*
Robert A. Boonin*
Alexander B. Bragdon
Malcolm D. Brown*
Robert G. Buydens
Charlotte Garry Carne*
Regan K. Dahle*
Carey A. DeWitt*
Marie Alsace Galindo
Katherine Donohue Goudie*
Roberta P. Granadier*
John P. Hancock, Jr.*
Mark W. Jane
Chester E. (Terry) Kasiborski, Jr.*
Gary W. Klotz*
Clara DeMatteis Mager*
Bushra A. Malik*
Lynn McGuire*
Mark T. Nelson
Reginald A. Pacis*
Scott T. Patterson
Elissa Noujaim Pinto*
Candace D. Randle*
James S. Rosenfeld*
William M. Saxton
Jordan S. Schreier
Craig S. Schwartz*
Thomas L. Shaevsky
Benjamin K. Steffans*
Bethany Steffke Sweeny*
Louis Theros*
Daniel B. Tukul*

*Speakers

BUTZEL LONG

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REGISTRATION FORM

Registration fee for 2010 is \$145 and includes continental breakfast, lunch, reception, and seminar materials. You can register online at <http://www.butzel.com/labor2010>

Name _____

Title _____

Organization/Company _____

Address _____

City, State, Zip _____

Phone _____ Fax _____

Email _____

Method of Payment Check Enclosed Credit Card (we will contact you for credit card information) Other: _____

Registration and Continental Breakfast: **7:30 a.m.**

Conference begins: **8:30 a.m.**

Please select one breakout session per time block:

WORKSHOP SESSION I: 10:25 – 11:25 A.M.

- Recent Developments in Immigration Law
- Federal Labor Law and the Non-Unionized Employer: What You Need to Know, But Were Afraid to Ask
- Wage and Hour Compliance: The DOL's New Enforcement Initiatives and Common Employer Mistakes to Avoid
- Employee or Independent Contractor? Proper Classification and New Enforcement Programs

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- Immigration: Workplace Enforcement
- Protecting Your Trade Secrets and Enforcing Non-Compete Agreements
- The Multicultural Workplace: Employers' Obligations to Accommodate Religious and Cultural Practice in the Workplace
- FMLA: Adapting to the Latest Regulations and Curbing Abuses

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- Practical Guidance on Addressing "Real Life" ADA, FMLA and GINA Issues
- Technology in the Workplace: Issues and Strategies
- Hot Topics in Employee Benefits, Including the Latest on Health Care Reform
- Employee Meltdowns: How to Prevent Them and What to Do When the Employee Jumps Off the Plane

Please return this registration form with your check (payable to Butzel Long) for **\$145.00 by November 1, 2010** to:

Ms. Kristi Kauffman – Butzel Long – 150 West Jefferson Avenue, Suite 100 – Detroit, MI 48226

For inquiries, please contact Ms. Kristi Kauffman – Email: kauffman@butzel.com – Telephone: (313) 983-7486 – Fax: (313) 225-7080

No refunds after November 5, 2010.

For information on our New York CLE Financial Aid Policy, please contact Kurt Maaske at maaske@butzel.com or (313) 983-7462

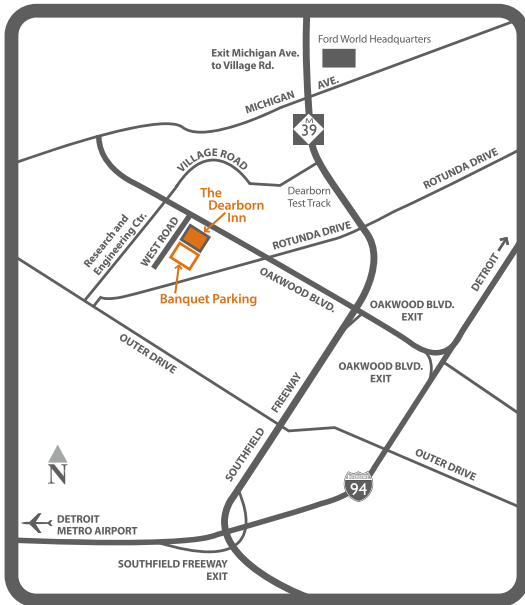


This program has been pre-approved for 4.5 (General) recertification credit hours toward PHR, SPHR, and GPHR recertification through the HR Certification Institute (HRCI). For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.

*The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

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