

Labor and Employment Spring Seminar Presented by Shipman & Goodwin LLP

2012 PUBLIC SECTOR LEGAL UPDATE

Friday, March 30, 2012 - 8:00 a.m. to 12:15 p.m. at the Rocky Hill Marriott

Plenary Session Topics

DEVIL'S IN THE DETAILS:

The Intersection of the New Paid Sick Leave Law, ADA, FMLA and More

- Basics of the new Paid Sick Leave Law and how to implement it.
- How Paid Sick Leave, FMLA and even Workers' Compensation absences run concurrently.
- How the ADA can impact an employee's absence when Paid Sick Leave and FMLA are exhausted.
- What supervisors need to know about these laws.

GENDER IDENTITY AND EXPRESSION IN THE WORKPLACE:

A Practical Guide

- Scope of the law.
- Definition of terms used.
- Changes made by the law.
- Scenarios employers are likely to experience.

DIRECTIONS: ROCKY HILL MARRIOTT

100 Capital Boulevard, Rocky Hill, CT 06067
Tel. (860) 257-6000 • Fax (860) 257-6060

From I-91 South, take exit 23, turn left off exit and continue one block to the hotel. From I-91 North, take exit 23, turn right and the hotel is on the right.

Breakout Session Topics (please choose two)

I. BEST PRACTICES IN HIRING:

Balancing Intrusion and Diligence

- A refresher on some of the basics, such as valid job qualifications and job application questions.
- Hot topics such as consideration of prolonged unemployment and criminal records.
- Use of technology to research candidates.

II. NEW RULES, NEW OBLIGATIONS:

Investigating and Reporting Child Abuse and Neglect

- Who is now legally obligated to report suspected abuse or neglect?
- What new legal requirements will mean for your organization.
- When your organization must report suspected abuse or neglect.
- How to avoid common pitfalls when investigating suspected abuse and neglect.

III. SOCIAL NETWORKING:

How It Can Help and Hurt You

- First Amendment implications.
- Regulation of employee and student use of social networking.
- Proper investigation of misconduct online.
- Best practices for use and regulation of social networking.

IV. COLLECTIVE BARGAINING:

Let's Make A Deal

- Is the economy *really* improving, and will the legislature *really* take action to reform public sector collective bargaining laws?
- Implications for public sector employers in the midst of bargaining or binding arbitration.
- Annual update regarding wages and employee benefits trends.
- Strategies for approaching negotiations and preparing for interest arbitration.

ONLINE REGISTRATION:

Registration is complimentary. Please register online at <http://www.shipmangoodwin.com/LE-Spring-2012>.

Free Registration

DATE: Friday, March 30, 2012

TIME: 8:00 a.m. to 12:15 p.m.

LOCATION: Rocky Hill Marriott

REGISTRATION DEADLINE: Wed., March 21, 2012

Please Choose Two Breakouts:

- Best Practices In Hiring: Balancing Intrusion and Diligence
- New Rules, New Obligations: Child Abuse and Neglect
- Social Networking: How It Can Help and Hurt You
- Collective Bargaining: Let's Make A Deal

Name: _____

Organization: _____

Address: _____

Telephone: _____

Email: _____

Mail, fax or e-mail your registration information to:

Shipman & Goodwin LLP

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If emailing, please specify date of seminar and breakout sessions you wish to attend. Please let us know if you have any questions or require any special accommodations. We look forward to seeing you on March 30th!

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Please join us for our annual spring seminar for our public sector clients and friends, when we will address issues facing school districts, municipalities and other governmental agencies.

The program begins with two plenary sessions covering timely topics, followed by breakout sessions allowing a choice from several topics of great interest and issue discussion in a small group setting.

This will be a lively program, and we hope you will attend. Please register online or fill out and return the reply card as early as possible. In the event that we need to limit attendance, we will honor reservations of those who respond first.