



Labor and Employment Spring Seminar: *2018 Public Sector Legal Update*

May 4, 2018 | Hartford Marriott Downtown | 8:00 AM - 12:30 PM

Hartford Marriott Downtown

200 Columbus Blvd, Hartford, CT
Phone: (860) 249-8000

289 Greenwich Avenue
Greenwich, CT 06830-6595
203-869-5600

One Constitution Plaza
Hartford, CT 06103-1919
860-251-5000

265 Church Street - Suite 1207
New Haven, CT 06510-7013
203-836-2801

400 Park Avenue - Fifth Floor
New York, NY 10022-4406
212-376-3010

300 Atlantic Street
Stamford, CT 06901-3522
203-324-8100

1875 K St., NW - Suite 600
Washington, DC 20006-1251
202-469-7750

Please join us for our annual spring seminar on May 4, 2018 at the Hartford Marriott Downtown. This promises to be an interesting and informative program regarding recent developments in labor and employment law. Our half-day CLE-eligible seminar will include discussions of the timely topics listed here as well as updates on recent legislation and court decisions affecting employers.

This CLE program has been approved in accordance with the requirements of the New York CLE Board for a maximum of 3.5 credit hours in Professional Practice and is appropriate for both transitional and nontransitional attorneys.

Neither the Connecticut Judicial Branch nor the Commission on Minimum Continuing Legal Education approves or accredits CLE providers or activities. It is the opinion of this provider that this activity qualifies for up to 3.0 hours toward your annual CLE requirement in Connecticut, including 0 hours of ethics/professionalism.

Please register online at <http://www.shipmangoodwin.com/rsvp.aspx?show=16352>

SHIPMAN & GOODWIN LLP

Marketing Department
Jade Tarca

Tel: (800) 585-0331 Fax: (860) 251-5214

E-mail: jtarca@goodwin.com

Seating is limited, and registration is on a first-come, first served basis.





Agenda

8:00 - 8:30 AM - Registration and Breakfast

Marriott Ballroom Foyer - A complimentary light breakfast and coffee and beverages will be provided.

8:30 - 8:40 AM - Welcome Remarks

Marriott Ballroom - Thomas B. Mooney

8:40 - 10:00 AM - Plenary Session

Addressing Employee Claims of Harassment and Hostile Work Environment: The Graduate Course - *Marriott Ballroom*

Linda L. Yoder, Gabriel J. Jiran and Keegan Drenosky

This session will provide employers with the tools required to handle these sensitive matters and cover FAQs including:

- How do you respond when old claims of harassment, discrimination or concerning conduct are brought to your attention?
- What information about the allegations and your investigation needs to be made public and when?
- What are the issues raised by unsubstantiated claims and how should you address them?
- What are the factors to consider in determining whether to investigate in house or use an outside investigator?

This presentation presumes a basic understanding of employment and discrimination law.

10:00 - 10:15 AM - Coffee Break

Marriott Ballroom Foyer

10:15 - 11:15 AM - Breakout Session 1 - Choose one

Guardian of Your Own Galaxy: Making Informed Decisions on Hiring (Legally) and Sharing Information (When Appropriate)

Jessica Richman Smith, Daniel A. Schwartz and Melika S. Forbes

Years ago, if you wanted to find out information about an applicant, you might try calling their former employer – and hope someone would pick up the phone. But now, you have a wealth of information seemingly at your fingertips, with just a quick Internet search. But can you use it all? New laws have made the background check process infinitely more complex. How can you even conduct a background check legally anymore? Between “ban the box” and prohibitions on “shoulder surfing,” is doing a search even worthwhile?

This session will provide practical solutions to the thorniest of issues that arise, not only with the background check process, but also with the information you may have on your own employees, such as their personnel files. The session will also address how you can (or should) respond when other companies want a reference on your employee. Can you just tell the truth anymore? Or is there a middle ground that employers may consider? We’ll address the legal requirements, give you tools to add to your toolkit, and share the best practices in this oft-misunderstood area of employment law.

The Effective Use of Separation Agreements

Rebecca Rudnick Santiago, Peter J. Murphy and Benjamin P. FrazziniKendrick

This breakout session will review the effective use of separation agreements, the permissible and impermissible terms for separation agreements, and particular concerns relating to agreements that are public documents.

A Safe Space: Managing School and Workplace Security In Today’s World

Lisa Banatoski Mehta, Richard A. Mills and Peter J. Maher

In light of recent events, threats of violence continue to be a concern for employers. Now, more than ever, the need to maintain a secure workplace is paramount. This session will offer a comprehensive assessment of workplace security risks and discuss the importance of having an effective emergency preparedness and response plan to respond to threats of violence at school and in the workplace. The presenters will discuss topics, including:

- Identifying and assessing security and violence risks in the schools and the workplace
- Adopting codes of conduct and policies to facilitate appropriate behavior
- Prevention strategies as well as practical tips for prompt detection and response to threats
- Developing an emergency preparedness and response plan

Strategy Session: Latest Developments in Collective Bargaining

Kevin M. Roy, Jessica L. Ritter and Christopher E. Engler

This breakout session will examine recent labor relations, mediation and arbitration decisions addressing public workplaces in Connecticut.

- Our annual collective bargaining update to prepare your organization for negotiating and implementing your contracts
- Review of recent public sector arbitration awards, average salary settlements, and insurance and pension trends
- Update on the State Partnership Plan 2.0
- Legal developments impacting public sector collective bargaining

11:15 - 11:30 AM - Coffee Break

Marriott Ballroom Foyer

11:30 AM - 12:30 PM - Breakout Session 2 - Choose one

A second session of each breakout listed above will be offered as previously described.

We hope you can join us for this important discussion for public employers.

Please register online by clicking on May 4, 2018 on our events calendar or fill out the registration form as early as possible. Seating is limited, so please register to save your seat today. In the event that we need to limit attendance, we will honor the reservations of those who respond first.

Coffee and a light breakfast will be served.

Continuing Legal Education (CLE)

This CLE program has been approved in accordance with the requirements of the New York CLE Board for a maximum of 3.5 credit hours in Professional Practice and is appropriate for both transitional and nontransitional attorneys.

Neither the Connecticut Judicial Branch nor the Commission on Minimum Continuing Legal Education approves or accredits CLE providers or activities. It is the opinion of this provider that this activity qualifies for up to 3.0 hours toward your annual CLE requirement in Connecticut, including 0 hours of ethics/professionalism.