



## Labor and Employment Fall Seminar: 2018 Update on Labor and Employment Law

October 25, 2018 | Hartford Marriott Downtown | 8:00 AM - 12:00 PM

### Hartford Marriott Downtown

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

Please join us for our annual fall seminar on October 25, 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.*

*This activity is pending recertification credit from the HR Certification Institute. Shipman & Goodwin LLP is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. This program is valid for 3 PDCs for the SHRM-CPSM or SHRM-SCPSM. For more information about certification or recertification, please visit [www.shrmcertification.org](http://www.shrmcertification.org).*

Please register online at <http://www.shipmangoodwin.com/rsvp.aspx?show=16570>

#### SHIPMAN & GOODWIN LLP

Marketing Department, Jade Tarca

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

E-mail: [jtarca@goodwin.com](mailto:jtarca@goodwin.com)

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

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





## 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 - 8:45 AM - Welcome Remarks

*Marriott Ballroom* - Gabriel J. Jiran

### 8:45 - 9:30 AM - Session 1

#### **Back by Popular Demand! Hot Topics in Labor and Employment Law**

*Marriott Ballroom*

*Panelists: Gabriel J. Jiran and Jarad M. Lucan*

As we head into the final months of 2018, employers are reflecting on a busy year in employment law for human resource staff and in-house legal counsel. From the #MeToo movement and zero tolerance approach to equal pay, employers have had to remain diligently aware of potential legal risks in the workplace. Our Hot Topics session will review the year's most pressing employment issues, including #MeToo sexual harassment, transgender discrimination, National Labor Relations Board (NLRB) updates, Connecticut and federal pay equity, and employee recordings in the workplace. Presenters will also consider employment law trends on the horizon for 2019.

### 9:30 - 10:15 AM - Session 2

#### **To Pay or Not to Pay: Law and Policy on Paid and Unpaid Leave**

*Marriott Ballroom*

*Panelists: Peter J. Murphy and Christopher E. Engler*

Navigating conflicting leave laws can be a confusing and complicated endeavor for employers. This session will provide an in-depth look at paid sick leave, the Family and Medical Leave Act ("FMLA"), the Americans with Disabilities Act ("ADA") and reduced schedules, while providing employers with the tools necessary to handle employee requests. This session will take a closer look at the themes discussed in our [June webinar](#) on the topic.

### 10:15 - 10:30 AM - Coffee Break

*Marriott Ballroom Foyer*

### 10:30 - 11:15 AM - Session 3

#### **If You Collect It, You Must Protect It: Dealing with Employee Data Privacy Issues**

*Marriott Ballroom*

*Panelists: Daniel A. Schwartz and Ashley L. Marshall*

Cyberattacks are on the rise and employers must take the necessary steps to protect employee data. This session will address data protection worries of human resources and review state and federal laws and regulations pertaining to workplace privacy, including the Personnel Files Act, GDPR, California statutes, and HIPAA compliant releases.

### 11:15 AM - 12:00 PM - Session 4

#### **Workplace in Crisis: Addressing the Opioid Epidemic and Substance Abuse by Employees**

*Marriott Ballroom*

*Panelists: Zachary A. Hummel and Keegan Drenosky*

The opioid epidemic has gripped the nation as one of the worst in recent history, so what are the consequences for employers? This session will review the nuances of substance addiction and the legal challenges for employers relating to employees' use of prescription drugs both within and outside the workplace. Presenters will discuss what qualifies as a reasonable accommodation under the Americans with Disabilities Act ("ADA"), potential conflicts between federal and state laws, and review recent court cases. This session will take a closer look at the themes discussed in our [April webinar](#) on the topic.

We hope that you can join us for this important discussion for private and public employers. Seating is limited, so please register to save your seat today at <http://www.shipmangoodwin.com/rsvp.aspx?Show=16570>. In the event that we need to limit attendance, we will honor the reservations of those who respond first.

### Continuing Legal Education (CLE) and HRCI and SHRM Certification:

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