



## Labor and Employment Spring Seminar: 2019 Public Sector Legal Update

May 17, 2019 | Hartford Marriott Downtown | 8:00 AM - 12:30 PM

### Hartford Marriott Downtown

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

Please join us for our annual spring seminar on May 17, 2019 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.*

*SHRM and HRCI credit is pending approval.*

*Please register online at <http://www.shipmangoodwin.com/rsvp.aspx?show=17023>*

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

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## 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

#### **Free Speech in the Public Sector Workplace:**

**When Does it Go Too Far?** - *Marriott Ballroom*  
Thomas B. Mooney and Jessica Richman Smith

How much have the free speech rules changed in the age of Twitter and ubiquitous social media? When do public officials create forums for public comment on their own Facebook pages? When do employees go too far on social media? Join Shipman & Goodwin attorneys Thomas Mooney and Jessica Richman Smith as they endeavor to answer these and other questions in this informative presentation focusing on free speech issues in the public sector workplace. This presentation will take the form of a lively debate in which Tom and Jessica will take opposite sides in responding to various workplace situations involving matters of free speech. The audience will then get to vote on whose answer is correct before the rules applicable to these situations are explained.

### 10:00 - 10:15 AM - Coffee Break

*Marriott Ballroom Foyer*

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

#### **Annual Collective Bargaining Update**

*Kevin M. Roy and Thadius L. Bochain*

This breakout session will examine recent labor relations, mediation and arbitration decisions addressing public workplaces in Connecticut, and prepare your organization for negotiating and implementing your contracts. Presenters will discuss grievances, average salary settlements, insurance and pension trends and legal development influencing public sector collective bargaining.

#### **DCF Reporting: Changes on the Horizon for Connecticut Public Schools?**

*Natalia Sieira Millan and Lauren A. Cullen*

With possible changes to DCF reporting on the legislative horizon, public schools do not want to miss this important discussion with insights from Shipman & Goodwin attorney Natalia Sieira Millan (former Assistant Agency Legal Director with the Connecticut DCF). Natalia will bring her unique insider knowledge to the presentation, and attendees will benefit from her behind-the-scenes look at DCF reporting obligations and best practices.

#### **Independent Medical Examinations and the ADA Interactive Process**

*Peter J. Murphy, Leander A. Dolphin and Gregory A. Jones*

This session will examine workplace related independent medical examinations (IMEs), and their scope and use by employees under the Americans with Disabilities Act (ADA). Presenters will discuss when an IME is appropriate and current EEOC guidance. They will also provide a review of the process and employer accommodations for disability-related inquiries, including choice of medical practitioner(s) and contract language.

#### **The Janus Decision: A Deep Dive for Employers**

*Jarad M. Lucan and Ashley L. Marshall*

After last year's Supreme Court decision *Janus v. AFSCME*, we made a number of recommendations for actions employers should consider in complying with the decision and working with unions (see our recent webinar on the topic, here). This session will review the latest developments and take a deeper dive into the nuances of *Janus*. Presenters will explore situational hypotheticals and attendees will walk away better equipped to move forward in a post-*Janus* workplace.

### 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 at [www.shipmangoodwin.com/rsvp.aspx?Show=17023](http://www.shipmangoodwin.com/rsvp.aspx?Show=17023). 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), SHRM and HRCI Credit**

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