

May 18 & 19, 2015
Saint Paul RiverCentre

The 2015 Upper Midwest Employment Law Institute



So Many **NEW** Laws, **NEW** Rules and Other Important Practice Developments.

- The DOL regulations due out this spring on white-collar exemptions that are expected to include important changes
- The continuing trend toward joint employer liability
- Important new U.S. Supreme Court cases this term – including cases on pregnancy accommodation, whistleblower protection, FLSA compensable time, and EEOC conciliation
- The new EEOC guidance on pregnancy discrimination
- The significant developments in pay equity claims
- The new Minnesota medical marijuana statute
- New federal contractor rules
- New union organizing rules
- The ACA mandates and their impact
- The continued scrutiny of independent contractor classification
- The new presidential orders on immigration
- The controversy over wellness programs
- Plus the latest case law and other developments impacting whistleblower and retaliation claims, ADA and FMLA claims, EEOC litigation, same-sex and transgender issues, and more!



The Nation's Best Employment Law Conference Is a Can't-Miss

Attend the Nation's Best Employment Law Event

The Upper Midwest Employment Law Institute is the premier employment law conference in the nation. That reputation is built on more than 30 years of outstanding annual program line-ups, educating thousands of employment lawyers and human resources professionals from across the Upper Midwest.

Our goals are simple – to provide you with targeted, practical, timely information that's immediately useful in your work and to provide you with helpful resource materials – all in a fun conference setting with great opportunities to meet and make connections with others.

The Institute provides a complete annual update *and* concrete insights into *why* those changes matter *and how* to take the next steps in dealing with those developments. You'll receive checklists, step-by-step handbook material and other practice aids that make for outstanding resources and learning tools at the conference *and* essential post-event references you'll keep close at hand when you return to work.

And by offering more than 100 session choices, the Institute ensures that you can construct an agenda tailored to your particular work, interest, and experience level.

Get Your Arms Around a Year's Worth of Significant Developments

It's not news to you that there's a lot happening in employment law right now. From new laws to agency and executive actions, from court decisions to business trends affecting the workplace, you have much to keep up with. Here are just some of the new developments we'll cover at this year's Institute:

- New EEOC guidance on pregnancy accommodation and discrimination
- Government enforcement aimed at establishing joint employer liability
- The impact of state marijuana laws on employers
- The soon-to-be-proposed new white-collar exemption rules
- Presidential action that impacts undocumented workers and employers' policies
- The now-effective employer mandate under the Affordable Care Act and the potential whistleblower liability under the law
- Rules for federal contractors regarding discrimination based on sexual orientation or gender identity
- New developments in pay equity and compensation claims
- The NLRB's new union-organizing election rules (coupled with a recent decision on use of company email to organize) that can change a non-union workplace into a union workplace in a short time
- Important new state and federal employment law decisions
- And more!

Don't miss out! Register today!

www.minncle.org • 651-227-8266 • 800-759-8840



Employment Law Conference Event in 2015

The U.S. Supreme Court Has Taken on Big Employment Law Cases This Term – Get Expert Insights on Why the Cases Matter

The U.S. Supreme Court's docket this term includes many significant cases with implications for the workplace. Those cases deal with:

- Pregnancy accommodation
- EEOC conciliation efforts
- Wage and hour law
- Whistleblower protection
- Same-sex marriage
- Religious accommodation
- And more

In the conference plenary, popular presenter and noted employment law authority, Charles Craver, will get you up to date on these important cases. For deeper dives into these cases and their implications, you can choose from breakout sessions that provide insight into application of the decisions.

Government Officials Give You First-Hand Information on New Agency Initiatives, Priorities and Litigation Efforts

Among our guest instructors at this year's conference are:

- **Katherine E. Bissell, Deputy Solicitor for Regional Enforcement of the U.S. Department of Labor.** Ms. Bissell will discuss new DOL regulations on wage and hour exemptions, the FMLA and more.
- **Peggy Mastroianni, Counsel for the U.S. Equal Employment Opportunity Commission.** In the plenary, Ms. Mastroianni will update you on EEOC activities and, in a subsequent breakout session, provide an in-depth follow-up focused on the Americans with Disabilities Act.
- **PLUS additional government speakers from state and federal enforcement agencies.**



Free for Every Attendee!

Internal Employment Investigations Handbook

(May 2015, First Edition)

Editors:

Patricia Y. Beety, Donald M. Lewis & Lawrence P. Schaefer

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- CH. 2 **Managing Electronic Evidence, Documents and Other Information**
- CH. 3 **Effectively Interviewing Employees**
- CH. 4 **Making Credibility Determinations**
- CH. 5 **Reporting Investigation Findings and Conclusions**
- CH. 6 **Managing Privileges During (and After) the Internal Investigation**
- CH. 7 **When Workplace Investigations Relate to Potential Criminal Misconduct – Additional Considerations**
- CH. 8 **The Public Sector Workplace – Additional Considerations**
- CH. 9 **Mistakes in Investigations and the Consequences**



More Than 100 Session Choices and Other Special Features Make This Conference Unlike Any Other

Helpful “Bread and Butter” Sessions Are an Important Component of the Institute

In addition to dozens of new law and new development topics, the Institute also covers the very important day-to-day issues that you routinely encounter. Among your session options are topics on critical “bread and butter” issues such as:

- Screening and hiring
- Discipline and discharge
- ADA accommodation
- Investigation best practices
- Performance management
- Unemployment compensation claims
- Religious accommodation
- Proper documentation of FMLA matters
- Compliant dealings with employees with mental health conditions
- Responding to EEOC charges of discrimination
- Correct handling of wage and hour matters – including overtime pay
- Protecting employee and customer data and privacy – and company trade secrets
- And many more

You’ll Receive the *Internal Employment Investigations Handbook* Published Especially for This Year’s Conference

The fifth in our series of employment practice handbooks will be released at this year’s Institute – and every attendee will receive a copy for free. This new practice aid provides helpful guidance and legal analysis surrounding the internal employment investigation process. The editor and author teams are made up of experienced attorneys, and they bring diverse perspectives – advisors and litigators, plaintiff counsel and employer-side. This excellent new handbook covers both the “how to’s” for conducting effective and compliant internal investigations and the potential legal consequences that can result from botched investigations.

The Learning Continues... After the Institute, You’ll Receive 3 Free Online Classes

As an added bonus, every Institute attendee may choose 3 of 8 webcast offerings to take for free following the Institute. You’ll find the list of those excellent offerings on the following page.

A New Online Format for Materials Gives You Improved Access Before and After the Conference

We’ve created a new format that provides user-friendly electronic access to the extensive written materials prepared by our faculty. And, as always at the Institute, you’ll be given hard copies of a session’s written materials as you enter each session so that you can easily follow along and take notes during each presentation.

For Out-of-Town and Out-of-State Attendees – Stay at a Nearby Saint Paul Hotel at Reduced Rates

If you’re coming from beyond the Twin Cities, take advantage of our negotiated hotel rates (see page 18) to stay close to the conference headquarters, the Saint Paul RiverCentre. Saint Paul – which overlooks the mighty Mississippi – is a beautiful place to visit in May.

Take in a Saint Paul Saints ballgame (scheduled for Monday, May 18) in their brand new ballpark in Lowertown Saint Paul, enjoy shopping or eating on Grand Avenue, view the great old homes along Summit Avenue, or enjoy another of the many activities the city has to offer. There’s plenty to do in Saint Paul!



Register today! www.minncle.org • 651-227-8266 • 800-759-8840

Attend 3 Post-Institute Webcasts for Free

Institute attendees may view 3 of the 8 webcasts listed below for free! A coupon code, along with how to register for free at www.minncle.org, will be distributed at the Institute.

1. Tuesday, June 2; 9:00 – 10:00 a.m.

OSHA Basics

1.0 standard CLE credit applied for

1.0 labor & employment specialist credit applied for

This session will provide an overview of state and federal OSHA requirements. We will discuss OSHA standards, recordkeeping and enforcement. You will learn about employee and employer rights under OSHA and what to do when OSHA comes to the workplace for an inspection.

Phyllis Karasov

2. Tuesday, June 2; 12:00 – 1:00 p.m.

Nuts and Bolts of Minnesota Break and Leave Laws

1.0 standard CLE credit applied for

1.0 labor & employment specialist credit applied for

Employment counsel and human resource professionals must understand the nuances of breaks and leave laws, from the mundane to the unusual. Learn about the latest developments on: meal breaks; restroom breaks; nursing mothers' rights in the workplace; time away from work for voting, school or related family activities, prayer or sick time, or parenting, and other leaves. What can be gleaned from recent cases relating to breaks and leaves? Learn about best practices for managing breaks and leaves.

Sheila A. Engelman & Thomas E. Marshall

3. Tuesday, June 2; 2:00 – 3:00 p.m.

The Secret Guide to Effective and Lawful Pre-Employment Testing

1.0 standard CLE credit applied for

1.0 labor & employment specialist credit applied for

While effective applicant screening procedures improve the quality of an employer's hires, inappropriate procedures may result in poor hires and also lead to litigation and liability. This session will provide tips and information you can use to help employers design and implement screening procedures that "pass the test" by explaining the basic principles of compliant and effective job applicant testing including paper and pencil tests, alcohol and drug testing, and other screening techniques.

David J. Goldstein

4. Wednesday, June 3; 2:00 – 3:00 p.m.

Are They Employees or Independent Contractors? Making Sure Your Classification Is Correct

1.0 standard CLE credit applied for

1.0 labor & employment specialist credit applied for

Both government agencies and plaintiff's counsel closely examine employers use of independent contractors to avoid tax and other liabilities. The legal consequences of misclassifying employees as independent contractors can be immense. This session examines the legal tests applied, recent cases, and provides help in making sure the classifications are correct.

Abigail S. Crouse, Michelle Drake & David M. Wilk

5. Tuesday, June 16; 9:00 – 10:00 a.m.

Religious Accommodation Issues for an Increasingly Diverse Workforce – The Tough Issues

1.0 standard CLE credit applied for

1.0 labor & employment specialist credit applied for

As of 2010, 16% of the American workforce consisted of employees who were born outside of the United States. With that increased diversity comes religious practices that did not exist, or barely existed, in the workplaces of the past – and an increased need to accommodate employees' religious practices while also being sensitive to the effects of such accommodations on the business and on other employees. In this session, senior in-house and outside employment counsel provide answers to some of the difficult religious accommodation issues that arise in today's workplace.

Joanne J. Mullen & Andrew E. Tanick

6. Tuesday, June 23; 9:00 – 10:00 a.m.

FMLA Update – 2015

1.0 standard CLE credit applied for

1.0 labor & employment specialist credit applied for

A review of the important cases and other significant developments impacting FMLA leave for employees.

Howard L. Bolter & Laura A. Pfeiffer

7. Tuesday, June 23; 12:00 – 1:00 p.m.

Legal Issues Faced by Returning Veterans and Their Employers

1.0 standard CLE credit applied for

1.0 labor & employment specialist credit applied for

This session provides an analysis of the legal concerns impacting veterans including issues of leave, reinstatement, disability, pay and benefits, changes to the employer's operations and more.

Major Lyndsey M.D. Olson & George R. Wood

8. Tuesday, June 30; 3:00 – 4:00 p.m.

Ethics: Lessons Learned From the Mistakes of Others – A Synopsis of Recent Minnesota Lawyer Discipline Cases

1.0 ethics credit applied for

In this webcast, Patrick Burns, the First Assistant Director for the Office of Lawyers Professional Responsibility, and legal ethics expert Eric Cooperstein will review recent attorney discipline cases. They will examine the ethical rules breached and give practical advice to avoid the ethical lapses that caused actual discipline for Minnesota attorneys.

Patrick R. Burns & Eric T. Cooperstein

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PLENARY SESSIONS

7:00 – 8:00 a.m.
CHECK-IN & CONTINENTAL BREAKFAST

8:00 – 8:10 a.m.
WELCOME & INTRODUCTION

8:10 – 9:50 a.m. MAIN PLENARY

1. U.S. Supreme Court Update

This presentation will focus on recent Supreme Court decisions pertaining to labor and employment law.

Charles B. Craver
George Washington University
National Law Center
Washington DC

2. New Rules and Initiatives Direct From the U.S. Department of Labor

Katherine Bissell, Deputy Solicitor for Regional Enforcement of the DOL, and defense attorney David Fortney discuss the DOL's current enforcement priorities, current initiatives and litigation results. Included in the presentation are wage and hour, FMLA and OFCCP matters. You'll also learn the latest on the new proposed white collar exemption rules that may, in some instances, have a dramatic impact on how your employees are classified.

David S. Fortney
Fortney & Scott, LLC
Washington DC

Katherine E. Bissell
Deputy Solicitor for Regional Enforcement
United States Department of Labor
Washington DC

8:10 – 9:50 a.m. ALTERNATE PLENARY

The Toughest FMLA and Staffing Problems – When the Employee Is Only at Work Sometimes

Whether it is a legitimate FMLA need or whether it is FMLA abuse, frequent and often unplanned FMLA leave is one of the toughest and most frustrating issues for employers to deal with. Counting for FMLA purposes, obtaining, understanding and clarifying medical certifications and recertifications, getting second or third medical opinions, fitness for duty certifications, deciding on business necessity matters, considering transfers to other positions, and other issues are just some of the concerns faced by employers dealing with matters of FMLA leave.

Penelope J. Phillips

Schedule track designations are advisory only. Please review all seminar options.

10:20 – 11:15 a.m. BREAKOUT SESSION A

11:25 a.m. – 12:20 p.m. BREAKOUT SESSION B

Basic Sessions	BASICS	001 Workplace Investigation Basics From Start to Finish <i>Segal</i>	101 The FMLA – Basic Law and Practice <i>Segal</i>
			102 <i>Repeated at #901</i> Screening and Hiring – What Can You Do? What Shouldn't You Do? <i>Lawler, Syring</i>
Intermediate to Advanced Sessions	ADVISORS AND IN-HOUSE COUNSEL	002 <i>Repeated at #402</i> Tips for Avoiding (and Resolving) the Top 7 Complicated HR Issues <i>Conley, Roe</i>	103 Effective and Legally Compliant Record Retrieval in Internal Investigations <i>Bremer, Long</i>
		003 <i>2-hour session</i> The New Women's Economic Security Act – New Employee Leave, Pregnancy Accommodation, Familial Status, Wage Disclosure Protections and More <i>Looman, Prakash, Radolinski, Donesky (moderator)</i>	
		004 Common Mistakes Employers Make With Their Sales Force That Create Litigation, Legal Exposure and Loss of Business <i>Oberman</i>	104 Accommodating Religious Beliefs and Practices at Work – What's Required and Practice Tips <i>Schanfield</i>
		005 The Strategic Use of Separation and Release Agreements <i>Boisvert</i>	105 Behind the Scenes in D.C. – An In-Depth Look at the Current Regulatory, Policy and Enforcement Initiatives From the Obama Administration <i>Fortney</i>
		006 Managing EEOC Investigations <i>Kent, Kirshbaum, Lannan, Schmitt (moderator)</i>	106 FOR IN-HOUSE COUNSEL ONLY In-House Benchmarking on Close-Call Questions – A Game Show for In-House Counsel <i>Byers, LaMere, Sheih, Strand, Martin (moderator)</i>
UPDATES	007 ADA Update <i>Mrkanich-Wilson, Thome</i>	107 Top Emerging Litigation Trends and Updates in California Employment Law <i>Bolden, Massoumi</i>	
LITIGATION	008 Federal Whistleblower Claims and Litigation – Protections for Workers and Defenses for Employers <i>Butler, D'Aquila, Fox, Kaster (moderator)</i>	108 Litigating (if not avoiding) Compensation and Equal Pay Act Claims <i>Engelmeier, Raphan</i>	
	009 <i>Repeated at #409</i> There's No Smoking Gun: Proving Discrimination and Retaliation by Pretext <i>Coler, Thompson</i>	109 3 Key EEOC Decision Points: Investigation, Conciliation and Litigation Determination <i>Pladson, Wood</i>	
PUBLIC SECTOR		110 Data Practices Update – A Practical Look at New Laws, New Cases, and Their Implications <i>Goering, Louris</i>	

1:30 – 2:30 p.m.
BREAKOUT SESSION C

201
The Basics of Workers' Compensation – And How It Impacts Employment Practices
Lorentzen, Roby

202 *Back by Popular Demand*
How to Respond When the Government Serves a Charge of Discrimination
Tarkow

203
20 Questions: Conducting Effective Witness Interviews
Halleen, Olson



204 *Repeated at #904*
FMLA Paperwork: How to Do It Right
Krakow

205 *Repeated at #401*
An Employee With Mental Illness – How Should an Employer Proceed?
Phillips

206
Non-Competes, Non-Disclosure and Other Restrictive Covenants – Company vs. Former Employee
Ginsburg, Oberman

207
Best Practices for Protecting Your Company Data – An Interview With an FBI Agent and a Director of Security
Crowe, Thompson, Welsh

208
Title VII Update
Butler, Schmitt

209
U.S. District Court Judges Speak – Summary Judgment, Injunctions, Trial Practice and More!
Bennett, Frank, Kyle Martin (moderator)

See session #208 above
Title VII Update

210
Tough Decision Points in the High-Profile Public Sector Case
Greene

2:45 – 3:45 p.m.
BREAKOUT SESSION D

301
The Basics of ADA Law and Practice
Burnside

302
Fundamentals of an Effective Discipline and Discharge Process
Berquist

303
Making Credibility Determinations in Internal Investigations
Sepler

304
Back to the Future – Adapting the Workplace to a Changing Technological Environment
Ginsburg

305
Open Forum on FMLA
Harris, Schanfield, Segal

306
The Perils of Multistate Employment: Avoiding State Law Wage and Hour Traps in California and Beyond
Mick, Wirth

307
Being a Government Contractor Is Hard...and It's About to Get Harder: The Rapidly Changing World of Affirmative Action and OFCCP Compliance
Silberman

308
2015 Retaliation Update – The Effect of Key Federal and State Cases and the Minnesota Whistleblower Law
Bremer, Smith

309
The Key Discovery Battles in Today's Employment Law Litigation – Where the Rubber Meets the Road
Butler, D'Aquila, Fox Kaster (moderator)

310 *1.0 ethics credit applied for*
Ethics: Conflict of the Titans – State of Minnesota v. 3M
Cooperstein

311
Your 2015 Essential Public Sector Case Law Update
Clark, Cummins, Parker Befort (moderator)

4:00 – 5:00 p.m.
BREAKOUT SESSION E

401 *Repeat of #205*
An Employee With Mental Illness – How Should an Employer Proceed?
Phillips

402 *Repeat of #002*
Tips for Avoiding (and Resolving) the Top 7 Complicated HR Issues
Conley, Roe

403
An Ounce of Prevention Is Worth a Pound of Cure: 10 Tips for Resolving Workplace Disputes
Mealey-Lohmann, Thorsen

404
Health Care Staffing – The Special Employment Law Challenges
Wood, Zehe

405
Labor and Employment Law Issues in Merger and Acquisition Transactions
Christensen, Prokott

406
Navigating the Workplace Crisis – An Essential Guide to Protecting the Company and Its Employees From Further Harm
Shillingstad

407
Corporate Wellness Update – What Can You Do? What Can't You Do?
Knapp, Maly

408
Lessons Learned in 38 Years of Plaintiff Practice – A One-on-One With Mike Fox
Fox, Kaster

409 *Repeat of #009*
There's No Smoking Gun: Proving Discrimination and Retaliation by Pretext
Coler, Thompson

Join us at
5:00 p.m. for the
Annual Reception!

PLENARY SESSIONS

7:00 – 8:00 a.m.
CONTINENTAL BREAKFAST

8:00 – 8:10 a.m.
WELCOME & INTRODUCTION

8:10 – 9:50 a.m. MAIN PLENARY

1. Minnesota Update

This presentation will discuss new cases and new laws including an update on the Women's Economic Security Act.

Shalanda D. Ballard
3M Company
Saint Paul

2. An EEOC Update

New developments, directions, and enforcement initiatives.

Peggy R. Mastroianni
Legal Counsel
Equal Employment Opportunity Commission
Washington DC

3. Other Important New Federal Developments

This session provides an update on other important federal law developments including NLRB rules and decisions, immigration issues, the ACA and more.

Paul J. Zech
Felhaber Larson
Minneapolis

8:10 – 9:50 a.m. ALTERNATE PLENARY

The Fairness Quotient and Why It Matters: What Creates (Or Torpedoes) an Employee's Perception That His or Her Workplace Is Fair?

Employee fairness perceptions are tied to organizational performance. A high "fairness quotient" means employee resilience and engagement, while low "FQ" can result in negative behavior, sabotage and making claims of unlawful treatment. In this session Fran Sepler analyzes one of the prime motivators for an employee to file a complaint or sue – the perception that his or her workplace is an unfair one. Based on extensive research on workplace fairness and her own significant experience conducting employment investigations, Fran will explain how to gauge – and increase – your clients' workplace fairness quotient.

Fran A. Sepler

Schedule track designations are advisory only. Please review all seminar options.

10:20 – 11:15 a.m.

BREAKOUT SESSION F

11:25 a.m. – 12:20 p.m.

BREAKOUT SESSION G

Basic Sessions	BASICS	501 <i>2-hour session</i> An Overview of the World of Employment Law in an Age of Technology <i>Bischoff, Langevin</i>	
			601 Form I-9 and Immigration Compliance Basics <i>Mojica, Steinle</i>
Intermediate to Advanced Sessions	ADVISORS AND IN-HOUSE COUNSEL	502 Clearing the Haze of Marijuana in the Workplace <i>Ballard</i>	602 <i>Repeated at #902</i> What to Expect When Your Employees Are Expecting: How to Avoid Common Employer Mistakes When the Stork Arrives in the Workplace <i>Clark, Smith</i>
		503 The ADA and the EEOC <i>Mastroianni</i>	603 20 New and Bothersome Employment Law Questions – From New Law to Tough Everyday Issues <i>Mrkonich</i>
		504 The 10 Rules of Termination Decisions <i>Boisvert</i>	604 Important Employment Law Issues in the Health Care Field <i>McGrane, Schaefer</i>
		505 <i>1.0 ethics credit applied for</i> Ethics: Protecting Client Confidences During (and After) Investigations <i>Iyer, Winkelman</i>	605 Investigation Mistakes and Their Legal Consequences <i>Bolter</i>
			606 When and How to Take Action – Performance Management Essentials Employers Need to Know <i>Dellmuth, Lawler, Melton-Meaux Lauth (moderator)</i>
	IN-HOUSE COUNSEL	506 <i>Repeated at #906</i> Joint Employer Liability – Coming to a Company Near You! <i>Anderson, Thomas</i>	
	UPDATES	507 <i>Repeated at #807</i> 8th Circuit and Federal District Court Update <i>Cummins, Ellingstad</i>	607 EEOC Priorities – An In-Depth Look <i>Burnside, Pladson, Vasichek</i>
LITIGATION	508 <i>2-hour session</i> FLSA – Emerging Trends, Cases and Analysis in 2015 <i>Boshkoff, Fisher, Parlo Lukas (moderator)</i>		
	509 Age Discrimination Update – The Cases and Their Impact <i>Lewis, Srey</i>	608 <i>Repeated at #907</i> Retaliation Claims: New Twists on an Age-old Theme <i>O'Brien, Raphan</i>	
	PUBLIC SECTOR		609 The New PERB: Q&A With Board Representatives <i>Blaeser, Blissenbach Corwin, Madden (moderators)</i>

1:30 – 2:30 p.m.
BREAKOUT SESSION H

2:45 – 3:45 p.m.
BREAKOUT SESSION I

4:00 – 5:00 p.m.
BREAKOUT SESSION J

701
7 Important Aspects of Employment Law Litigation That You Should Understand
Lehmann, May

801
Debunking Employment Law Myths
Ballintine, Karasov

901 *Repeat of #102*
Screening and Hiring – What Can You Do? What Shouldn't You Do?
Lawler, Syring

702
Basics of Minnesota's Unemployment Insurance Law and Practice
Micko

802
Dealing With Employees With Depression or Other Mental Health Issues – What You Can and Cannot Do
Huntrods

902 *Repeat of #602*
What to Expect When Your Employees Are Expecting: How to Avoid Common Employer Mistakes When the Stork Arrives in the Workplace
Clark, Smith

703
One-on-One With Minnesota Department of Human Rights Commissioner Lindsey
Langevin, Lindsey

803
"What? I'm Fired?": Handling the Discharge Process and Termination Meeting
Benkstein

903 *Repeat of #704*
Employee Behavior After 5 PM: What an Employer Can and Cannot Do
Stenmoe

704 *Repeated at #903*
Employee Behavior After 5 PM: What an Employer Can and Cannot Do
Stenmoe

804
Dress Codes and Grooming – What Are the Rules Today?
Phillips

904 *Repeat of #204*
FMLA Paperwork: How to Do It Right
Krakov

705
Top Issues for Employers With a Multi-State Workforce – How to Comply With a Patchwork of State and City Employment Laws (Without Going Crazy)
Ella, Garofalo

805
The Immigration Accountability Executive Action and Its Impact on Employers
*Jensen, Thompson
Huynh (moderator)*

905
Open Forum on Discipline and Discharge
Benkstein, Boisvert, Harris

706
The ACA: Counting Hours, Court Cases, and Cadillac Taxes (and That Is Just the Cs)
Goodman

806
The Next Big Thing – Is Using "BIG DATA" to Hire, Manage and Discipline the Way to Go?
Mironich

906 *Repeat of #506*
Joint Employer Liability – Coming to a Company Near You!
Anderson, Thomas

707
Pay Discrimination: How To Look for Pay Discrimination and What To Do If You Find It
Baker, Noecker

807 *Repeat of #507*
8th Circuit and Federal District Court Update
Cummins, Ellingstad

907 *Repeat of #608*
Retaliation Claims: New Twists on an Age-old Theme
O'Brien, Raphan

708
The NLRB's Decisions and Their Impact on Union and Non-Union Workplaces
*O'Brien, Rowader, Seaton
Zech (moderator)*

808
Outside the Box Ideas for Settling Your Case – Both Inside and Outside of Mediation
*Boylan, Ho, Sampson
Engelmeier (moderator)*

710
Cutting-Edge ADA Accommodation and Retaliation Developments
*Bremer, Halunen, Jozwiak
Schaefer (moderator)*

809 *2-hour session | 2.0 elimination of bias credits applied for*
Understanding Diverse Cultures and Working With Diverse Lawyers and Clients
*Adams, Kim, Peralta, Rajkumar
Ginsburg (moderator)*

711
The Public Sector Internal Employment Investigation – Ensuring Compliance, Avoiding Pitfalls
Beety, VanderWiel

810
What Every Public Sector Practitioner Needs to Know About the 2015 Funding Session
Kiedrowski

711
The Public Sector Internal Employment Investigation – Ensuring Compliance, Avoiding Pitfalls
Beety, VanderWiel



BOOK SCHOOL

7:00 – 8:00 a.m.

CHECK-IN & CONTINENTAL BREAKFAST

8:00 – 8:10 a.m.

WELCOME & INTRODUCTION

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MAIN PLENARY

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United States Department of Labor
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ALTERNATE PLENARY

The Toughest FMLA and Staffing Problems – When the Employee Is Only at Work Sometimes

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Penelope J. Phillips

10:20 – 11:15 a.m.

BREAKOUT SESSION A

001

Workplace Investigation Basics From Start to Finish

Whether it be an investigation of a sexual harassment allegation, an investigation relating to an EEOC charge, or an investigation of a problem employee, you need to be prepared before you begin. This session will provide a step-by-step guide giving a practical overview of workplace investigations, with special emphasis on pre-investigation considerations. Topics will include such critical issues as how and when to start an investigation, who should conduct the investigation, who should be interviewed and in what order, what questions should be asked, and how to document your conclusions.

Leonard B. Segal



002

Tips for Avoiding (and Resolving) the Top 7 Complicated HR Issues

Repeated at # 402

We will analyze 7 of the complex issues HR professionals face, and offer tips (plus a checklist) for resolving them. Topics will include employee disabilities and leaves; common, often-missed discrimination claims; surprise retaliation and reprisal claims; protections for lesbian, gay, bisexual and transgender individuals; the Genetic Information Nondiscrimination Act (GINA); difficult to spot (but very expensive to fix) mistakes under the Fair Labor Standards Act (FLSA); and new requirements for accommodating pregnant employees.

Thomas J. Conley & Jessica L. Roe

003

The New Women's Economic Security Act – New Employee Leave, Pregnancy Accommodation, Familial Status, Wage Disclosure Protections and More

2-hour session

An in-depth look at the provisions of Minnesota's new Women's Economic Security Act – what's changed and what hasn't? Enhance your understanding of what's required for proper compliance including interplay with other state and federal employment laws. Plus, your panel will analyze workplace case studies to illustrate what employers must do differently under the provisions of the new Act.

Jessica K. Looman, Anna P. Prakash & Anne M. Radolinski

MODERATOR: *Tracey H. Donesky*

004

Common Mistakes Employers Make With Their Sales Force That Create Litigation, Legal Exposure and Loss of Business

The speaker will address critical sales force issues, including traps for unwary employers in their non-compete, bonus/commission and independent contractor agreements, and their statutory and other legal rights and obligations unique to the sales force.

Jeffrey B. Oberman

005

The Strategic Use of Separation and Release Agreements

Thinking about terminating an employee? Then think about using a separation and release agreement in order to reduce your legal risk. This session will discuss the strategies and the practicalities of using separation and release agreements, including when and how to use the agreements, legal requirements, and pitfalls.

Robert C. Boisvert, Jr.

006

Managing EEOC Investigations

How to efficiently conclude investigations while minimizing risk and liability.

Stephanie A. Kent, Jane K. Kirshbaum & Lorelei C. Lannan

MODERATOR: *Joseph G. Schmitt*

007

ADA Update

The latest cases and other developments impacting disability discrimination.

Kathryn A. Mrkonich-Wilson & Joni M. Thome

008

Federal Whistleblower Claims and Litigation – Protections for Workers and Defenses for Employers

Another fast-paced Jim Kaster panel discussing how to choose and use whistleblower protections – plus the defenses employed against these claims. An experienced panel shares tips, strategies and insights into winning or defending these cases.

Katherine L. Butler, Barbara J. D'Aquila & Michael R. Fox

MODERATOR: *James H. Kaster*

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009

There's No Smoking Gun: Proving Discrimination and Retaliation by Pretext*Repeated at #409*

In the absence of direct or obvious evidence, many kinds of employer conduct can establish an intent to discriminate or retaliate. Learn how plaintiffs can win these cases through pretextual evidence alone and how employers can proactively avoid creating such evidence. Litigators will benefit from a review of how courts analyze the various kinds of pretext and where the case law is headed on this critical battleground topic.

Susan M. Coler & John D. Thompson

11:25 a.m. – 12:20 p.m.

BREAKOUT SESSION B**The New Women's Economic Security Act** (continued)

101

The FMLA – Basic Law and Practice

After 20 years, compliance with the FMLA still puzzles many. If you are new to the FMLA or just need a refresher on the FMLA's eligibility, coverage, and leave requirements for parenting, serious illness and certain military-related absences, this session is for you.

Leonard B. Segal



102

Screening and Hiring – What Can You Do? What Shouldn't You Do?*Repeated at #901*

Making good hiring decisions is critical to any employer – and employers want to use all the resources available to them in order to make the right decision. But what is proper, what is improper and what leads to lawsuits and legal liabilities? What about criminal background checks, reviewing credit reports, looking at social media sites such as Facebook, Linked-in or Instagram, questioning applicants about personal matters, families, etc.? At this session you'll learn both best practices to follow as well as legal traps to avoid.

Katherine A. Lawler & Tina A. Syring

103

Effective and Legally Compliant Record Retrieval in Internal Investigations

There are many considerations involved in managing electronic evidence, documents, and other information in the face of an internal investigation. This session provides practical tips in key areas: in the regular course of business knowing what records to keep (and keeping them); ensuring that there is a clear and well-followed record retention policy in place; understanding the nature and extent of electronically stored information (ESI) at the business/employer and knowing where and how to locate it; and training appropriate individuals on the record retention policies. And it tackles "do's and don'ts" when you find yourself trying to retrieve documents and other information in an investigation while contending with a less-than-ideal records management system.

Cynthia A. Bremer & Colton D. Long

104

Accommodating Religious Beliefs and Practices at Work – What's Required and Practice Tips

This session offers practical guidance on religious accommodation questions employers often face: whether an employer may consider customer preferences, what triggers the obligation to reasonably accommodate, what questions an employer may and may not ask, whether a seniority system overrides a religious accommodation request, and when an accommodation may pose an undue hardship on the employer's operations. Included within the discussion is an overview of the EEOC's new technical assistance on Religious Garb and Grooming in the Workplace along with recent decisions on this topic.

Karen G. Schanfield

105

Behind the Scenes in D.C. – An In-Depth Look at the Current Regulatory, Policy and Enforcement Initiatives From the Obama Administration

A host of important Executive Orders and Presidential Memoranda are significantly impacting federal government activities in the labor and employment field. From DOL to EEOC to immigration policy to NLRB actions, the landscape is continuing to change. David Fortney, a D.C. insider, gives a behind the scenes look at the important changes that will impact your practice and your clients.

David S. Fortney

106

In-House Benchmarking on Close-Call Questions – A Game Show for In-House Counsel**FOR IN-HOUSE COUNSEL ONLY**

This 1970s style game show (for in-house counsel only) will feature two teams of contestants competing in answering some of the close-call questions faced by in-house L&E lawyers. The contestants' multiple choice answers will be judged by a panel of in-house experts, plus we have audience polling on the same questions. This is in-house counsel benchmarking at its very best! So come prepared to benchmark with other experienced L&E lawyers on the hot topics that keep you up late at night (i.e., leave and accommodation issues, WESA, NLRA, and much more).

Susan S. Byers, Andre J. LaMere, Gene Sheih & Brett Strand

MODERATOR: *Patrick R. Martin*

107

Top Emerging Litigation Trends and Updates in California Employment Law

California continues to impact employment legislation and class litigation nationwide. Stay ahead of the trend! This session will cover updates in California employment law, including those related to leave management, discrimination, harassment, retaliation, whistleblower claims and wage and hour class action litigation. It also will discuss top emerging litigation trends in California, and provide solutions for mitigating those risks. Our speakers will provide insight and practical solutions for how practitioners and businesses can navigate through these issues.

Sarah J. Bolden & Mandana Massoumi

108

Litigating (if not avoiding) Compensation and Equal Pay Act Claims

This session will cover the continuum of compensation claims from failure to pay timely to litigating under the Equal Pay Act. Pay disparities are a priority for government agencies and, now, for plaintiffs' counsel as well. Recent cases show that the outcome can go either way. Experienced counsel will spar about compensation claims from both the plaintiff and defense point of view, provide an update on the pay discrimination litigation landscape, and leave you with ways to minimize the risk that your company will face these claims and if you do face them, how to win!

Sheila A. Engelmeier & Melissa Raphan

109

3 Key EEOC Decision Points: Investigation, Conciliation and Litigation Determination

Two experienced attorneys – one an EEOC trial attorney in pattern-and-practice cases and the other a defense counsel – discuss the latest case law, rationale, and practice issues associated with 3 hot-button issues: the scope of EEOC investigations, the adequacy of EEOC conciliation efforts, and EEOC decisions to litigate in a particular case.

Nicholas J. Pladson & George R. Wood

110

Data Practices Update – A Practical Look at New Laws, New Cases, and Their Implications

Employer- and employee-counsel discuss the practical implications of recent cases about, and legislative changes to, chapter 13 – government data practices. Find out how these developments impact public sector employers and employees.

Ann R. Goering & Timothy J. Louris

1:30 – 2:30 p.m.

BREAKOUT SESSION C

201

The Basics of Workers' Compensation – And How It Impacts Employment Practices

This session provides an overview of workers' compensation law and how it impacts and interacts with employment law practice. What do you do when a worker is injured? Is an injured worker guaranteed a return to work? Is the injured worker guaranteed a job reassignment if they cannot go back to their existing work? When does an injury become a disability? How long a leave must be given to the worker? Learn the answers to these and other important questions during this session.

Mark S. Lorentzen & Joseph J. Roby, Jr.



202

How to Respond When the Government Serves a Charge of Discrimination*Back by Popular Demand*

Enforcement agencies are busier than ever taking in charges of discrimination. Your organization must know how to respond effectively and correctly to charges and government demands for information. All employers regardless of their size must take these complaints very seriously. This session will provide employers with useful practice advice for understanding the administrative charge process, analyzing the allegations, crafting their responses, and asserting their defenses – often under tight deadlines.

Howard B. Tarkow

203

20 Questions: Conducting Effective Witness Interviews

Effective workplace investigations require thoughtful planning and organization as well as skilled questioning and active listening. Attend this session to hear tips and insights on how to get the most out of your witness interviews.

Toni L. Halleen & Laurie A. Olson

204

FMLA Paperwork: How to Do It Right

Repeated at #904

Employers must provide employees proper FMLA notifications at the beginning and often during the leave, obtain medical certifications when needed, and keep various FMLA records, but "the what" and "the when" is not always easy. This session will cover FMLA paperwork from A to Z with model forms for your use.

Mary M. Krakow

205

An Employee With Mental Illness – How Should an Employer Proceed?

Repeated at #401

The employer suspects that an employee suffers from a mental health issue. Or the employee notifies the employer that he or she is suffering from a mental health issue. What are the steps the employer should or must take next...or is prohibited from taking? What are effective best practices that comply with the FMLA and the ADA?

Penelope J. Phillips

206

Non-Competes, Non-Disclosure and Other Restrictive Covenants – Company vs. Former Employee

Two of Minnesota's leading non-competition lawyers take opposite sides in discussing the reach and effect of various restrictive covenants. How far can the company go in enforcement? What rights does the employee have left? Is there any way out? What is over-reaching? What are the courts saying? Can another company hire the employee subject to the restrictive covenant? When is a TRO in order and when can it be obtained or defeated? These and other issues will all be addressed looking at restrictive covenants from both sides of the fence.

Roy A. Ginsburg & Jeffrey B. Oberman

207

Best Practices for Protecting Your Company Data – An Interview With an FBI Agent and a Director of Security

This session will provide practical insight from a Director of Security and a local FBI agent on what steps you can and should be taking to protect your company's trade secret and sensitive information. We also will provide information on how an organization can respond to a data breach or trade secret theft and how local and federal law enforcement can assist companies in that response and investigation.

Shena B. Crowe, Teresa M. Thompson & Mary Welsh

208

Title VII Update

Two experienced litigators provide a detailed analysis of recent Title VII decisions and their likely impact on Title VII litigation.

Katherine L. Butler & Joseph G. Schmitt

209

U.S. District Court Judges Speak – Summary Judgment, Injunctions, Trial Practice and More!

Hear what the Article III judges really think about employment law cases, and find out what works and what does not work. This panel will provide insight into how the federal judges approach employment law disputes that reach the United States District Court for the District of Minnesota.

Honorable Judges Mark W. Bennett, Donovan W. Frank & Richard H. Kyle

MODERATOR: *Patrick R. Martin*

210

Tough Decision Points in the High-Profile Public Sector Case

For better or worse, your client is in the news with respect to an employment matter. An experienced litigator who regularly defends government agencies and officials in constitutional litigation involving high-profile claims identifies, analyzes and provides practice tips regarding some of the most difficult decision points in these types of cases.

Clifford M. Greene

2:45 – 3:45 p.m.

BREAKOUT SESSION D

301

The Basics of ADA Law and Practice

This session provides an overview of the Americans with Disabilities Act including: what is a disability, what are reasonable accommodations, what is the interactive process, when is there undue hardship, and more. Learn the basic law and the basic processes under the law in this important session.

Tina Burnside

302

Fundamentals of an Effective Discipline and Discharge Process

Learn how to implement an effective discipline and discharge process, including how to document employee performance and conduct issues. This session will include checklists, examples, and common mistakes to avoid.

Alice O'Brien Berquist

303

Making Credibility Determinations in Internal Investigations

Where there are conflicting versions of relevant events, an investigator must make credibility determinations. Simply surrendering to a result of "he said, she said, and therefore we don't know" is an unacceptable conclusion to draw without first rigorously analyzing the conflicting versions of facts and the qualities of the statements, as well as assessing the likelihood of one version being more or less believable than the other. An experienced investigator details the mechanics of assessing credibility and shares her insights on how to make nuanced, but highly significant, observations.

Fran A. Sepler

304

Back to the Future – Adapting the Workplace to a Changing Technological Environment

Technology continues to advance. Google Glass. The iWatch. Blink technology. FitBit. Fuel Bands. How will these and other technological developments change the workplace? What challenges do these technological advances present? How will you respond? Do you have pertinent policies? Should you be proactive? Don't be caught off guard – learn what the employer can do at this cutting-edge session.

Roy A. Ginsburg

305

Open Forum on FMLA

An opportunity to discuss and ask questions of our experienced faculty.

Pamela M. Harris, Karen G. Schanfield & Leonard B. Segal

306

The Perils of Multistate Employment: Avoiding State Law Wage and Hour Traps in California and Beyond

Keeping track of and managing compliance with wage and hour laws in a single state can be a challenge for any employer. Ensuring compliance in the Midwest adds complexity, but the diligent employer can manage. Add states like California, New York, Colorado, Connecticut, Illinois, Washington and others that have created unique wage and hour paradigms and even the most sophisticated employers find themselves in a nightmare of inconsistent regulations and administrative burdens. Stay ahead of the curve with expert guidance from seasoned wage and hour counselors and litigators who will help you navigate the challenges of wage and hour compliance for the multi-state employer.

Ryan E. Mick & Gabrielle Wirth

307

Being a Government Contractor Is Hard...and It's About to Get Harder: The Rapidly Changing World of Affirmative Action and OFCCP Compliance

The past year – and the coming year – has seen and will see President Obama and the OFCCP make significant, wide-ranging changes to the obligations of government contractors. These new requirements expand compliance burdens and costs and pose important questions about the best, most cost-effective ways to comply. In this program, we will provide a high-level overview and strategic best practices about the new and soon-coming regulatory and enforcement changes. We will survey the new Presidential Executive Orders and regulations and explain the practical implications related to budgets, staffing, HRIS and ATS systems and policy changes. This session is designed to position participants to make informed, strategic decisions in response to these significant developments.

Mickey Silberman

2015 Retaliation Update – The Effect of Key Federal and State Cases and the Minnesota Whistleblower Law

This important update looks at the implications of key reprisal and whistleblower cases – plus the impact of the recent legislative changes to the Minnesota Whistleblower Statute.

Cynthia A. Bremer & Steven Andrew Smith

309

The Key Discovery Battles in Today's Employment Law Litigation – Where the Rubber Meets the Road

From timeliness of response to social media issues to "past bad acts" to preservation of electronic information, this session focuses on the biggest issues plaintiff and defense lawyers debate in nearly every litigation battle. Our panel discusses the best arguments on both sides of these discovery fights as well as the actual outcomes in cases they've handled.

Katherine L. Butler, Barbara J. D'Aquila & Michael R. Fox

MODERATOR: *James H. Kaster*

✳ 310

Ethics: Conflict of the Titans – State of Minnesota v. 3M

1.0 ethics credit applied for

This case has it all – current client conflicts, hot and cold potatoes, substantial relationships, choice of counsel, and more! Ethics attorney and popular CLE presenter Eric Cooperstein will lay out the issues, analyze the Minnesota Supreme Court's decision, and discuss the practical implications.

Eric T. Cooperstein

311

Your 2015 Essential Public Sector Case Law Update

The significant new Minnesota and federal decisions with implications for public sector labor and employment law – the facts, the holdings, and the practical implications for your clients.

Christina L. Clark, Brendan D. Cummins & Andrew D. Parker

MODERATOR: *Stephen F. Befort*

4:00 – 5:00 p.m.

BREAKOUT SESSION E

🌀 401

An Employee With Mental Illness – How Should an Employer Proceed?

Repeat of #205

The employer suspects that an employee suffers from a mental health issue. Or the employee notifies the employer that he or she is suffering from a mental health issue. What are the steps the employer should or must take next...or is prohibited from taking? What are effective best practices that comply with the FMLA and the ADA?

Penelope J. Phillips

🌀 402

Tips for Avoiding (and Resolving) the Top 7 Complicated HR Issues

Repeat of # 002

We will analyze 7 of the complex issues HR professionals face, and offer tips (plus a checklist) for resolving them. Topics will include employee disabilities and leaves; common, often-missed discrimination claims; surprise retaliation and reprisal claims; protections for lesbian, gay, bisexual and transgender individuals; the Genetic Information Nondiscrimination Act (GINA); difficult to spot (but very expensive to fix) mistakes under the Fair Labor Standards Act (FLSA); and new requirements for accommodating pregnant employees.

Thomas J. Conley & Jessica L. Roe

403

An Ounce of Prevention Is Worth a Pound of Cure: 10 Tips for Resolving Workplace Disputes

Businesses want to stop everyday workplace tiffs from escalating into all-out conflicts with potential productivity and even legal consequences. And businesses often look to their lawyers and human resources professionals to help them figure out how. Two seasoned mediators offer ten tips from the mediation world that can be applied in this context as well. You'll leave with practical guidance that can help your clients apply a tiny dose – or a big shot – of preventive mediation medicine to workplace conflicts.

Linda M. Mealey-Lohmann & Madge S. Thorsen

404

Health Care Staffing – The Special Employment Law Challenges

Health care providers face special challenges in maintaining adequate staffing for patient care while also complying with the break and leave requirements for their employees. This session will discuss FMLA, FLSA and state law mandates as well as possible solutions to some of these difficult staffing concerns.

George R. Wood & Sharon C. Zehe

405

Labor and Employment Law Issues in Merger and Acquisition Transactions

A complete review of critical labor and employment law issues in all types of mergers and acquisitions, from due diligence to covenants, to negotiations, to retaining key employees, and more.

Douglas R. Christensen & Daniel G. Prokott

406

Navigating the Workplace Crisis – An Essential Guide to Protecting the Company and Its Employees From Further Harm

This is a can't-miss session that will teach you how to prioritize your response to an event, organize corporate and external assets to address the crisis, determine root causes where they are not obvious, address employment concerns in the immediate hours, days, and weeks after an event, manage customer relations, handle investigations by governmental agencies, and manage public relations during the crisis.

Harold A. Shillingstad

407

Corporate Wellness Update – What Can You Do? What Can't You Do?

More and more employers are instituting corporate wellness programs with the goal of increasing the health of their workforce. However, the EEOC and employee rights organizations are pushing back. This session provides an up-to-the-minute look at where things stand in this developing area of the law, and what strategies employers should undertake to limit exposure.

Charles F. Knapp & Maureen M. Maly

408

Lessons Learned in 38 Years of Plaintiff Practice – A One-on-One With Mike Fox

As Mike Fox says, "Winning matters." But how has he won so consistently over the years? And what has he learned while winning and even losing? Don't miss the insights and tips shared in this session as Jim Kaster interviews Mike Fox, one of the most successful plaintiff employment lawyers in the nation.

Michael R. Fox & James H. Kaster

🌀 409

There's No Smoking Gun: Proving Discrimination and Retaliation by Pretext

Repeat of #009

In the absence of direct or obvious evidence, many kinds of employer conduct can establish an intent to discriminate or retaliate. Learn how plaintiffs can win these cases through pretextual evidence alone and how employers can proactively avoid creating such evidence. Litigators will benefit from a review of how courts analyze the various kinds of pretext and where the case law is headed on this critical battleground topic.

Susan M. Coler & John D. Thompson

Join us Monday at 5:00 p.m. for the Annual Reception!

Please join us for complimentary hors d'oeuvres and refreshments. It's a fun and relaxing event and a great opportunity to meet and visit with colleagues, faculty and friends.



7:00 – 8:00 a.m.

CONTINENTAL BREAKFAST

8:00 – 8:10 a.m.

WELCOME & INTRODUCTION

8:10 – 9:50 a.m.

MAIN PLENARY

1. Minnesota Update

This presentation will discuss new cases and new laws including an update on the Women's Economic Security Act.

Shalanda D. Ballard
3M Company
Saint Paul

2. An EEOC Update

New developments, directions, and enforcement initiatives.

Peggy R. Mastroianni
Legal Counsel
Equal Employment Opportunity Commission
Washington DC

3. Other Important New Federal Developments

This session provides an update on other important federal law developments including NLRB rules and decisions, immigration issues, the ACA and more.

Paul J. Zech
Felhaber Larson
Minneapolis

8:10 – 9:50 a.m.

ALTERNATE PLENARY

The Fairness Quotient and Why It Matters: What Creates (Or Torpedoes) an Employee's Perception That His or Her Workplace Is Fair?

Employee fairness perceptions are tied to organizational performance. A high "fairness quotient" means employee resilience and engagement, while low "FQ" can result in negative behavior, sabotage and making claims of unlawful treatment. In this session Fran Sepler analyzes one of the prime motivators for an employee to file a complaint or sue – the perception that his or her workplace is an unfair one. Based on extensive research on workplace fairness and her own significant experience conducting employment investigations, Fran will explain how to gauge – and increase – your clients' workplace fairness quotient.

Fran A. Sepler

10:20 – 11:15 a.m.

BREAKOUT SESSION F

501

An Overview of the World of Employment Law in an Age of Technology

2-hour session

This session provides a big picture view of the new world of employment law in an age of smart phones, social media, email communication, cyber hacks, and more. Faculty will look at the many ways that employment law is affected by technology and provide specific tips for handling technology-based issues. From wage and hour violations, to risky recruiting software, to defamation, to theft of private personnel information, you will learn the potential dark side of technology usage and how you can better prevent abuse and mitigate risk and legal liabilities.

Kate C. Bischoff & Judith Bevis Langevin

502

Clearing the Haze of Marijuana in the Workplace

Marijuana is now legal for recreational use in 4 states and for medical use in at least 23 states, including Minnesota (and CBD marijuana in Iowa and Wisconsin). As marijuana use gains acceptance, many employers are concerned about how to handle marijuana use by their employees. This session will cover a variety of topics with respect to marijuana in the workplace, such as: What is the law with respect to marijuana in the workplace? What can employers do if an employee tests positive for marijuana? Must employers accommodate employees whose medical conditions result in a medical recommendation for marijuana use? What should an employer's position be with respect to marijuana? Do employers even need to take a position on marijuana?

Shalanda D. Ballard

503

The ADA and the EEOC

An in-depth session with Peggy Mastroianni including perspective on recent ADA law changes, ADA cases and more.

Peggy R. Mastroianni

504

The 10 Rules of Termination Decisions

No workplace decision is subject to more scrutiny, or potentially generates more liability, than the decision to terminate an employee. What should a careful employer do when evaluating whether to terminate? What rules should guide the decision-making process so the employer makes the right decision and, if it decides to terminate, a defensible decision? An experienced management-side employment lawyer shares the 10 rules to follow when deciding whether and how to terminate.

Robert C. Boisvert, Jr.

★ 505

Ethics: Protecting Client Confidences During (and After) Investigations

1.0 ethics credit applied for

Attorneys have an ethical duty to protect their clients' privileged information. Fulfilling that duty is more complicated than ever: The changing nature of litigation – particularly with respect to internal investigations – has resulted in a significant redrawing of the boundaries of the privilege. This session discusses recent legal developments in the case law regarding when and how the privilege can be protected in the course of internal investigations, and provides tips on how to preserve the privilege.

Veena A. Iyer & Sejal D. Winkelman

🔄 506

Joint Employer Liability – Coming to a Company Near You!

Repeated at #906

Come learn what joint employer (co-employer) liability is, why it matters, and why it's the subject of ever-increasing litigation, legislation, and regulatory focus. Also learn concrete, practical ways to minimize the risk that your company will be subject to joint employer liability.

Heather L. Anderson & Mary B. Thomas

🔄 507

8th Circuit and Federal District Court Update

Repeated at #807

Learn all of the important new cases in the Eighth Circuit and from Minnesota federal district court and their practice implications.

Justin D. Cummins & Susan E. Ellingstad

Register today!
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508

FLSA – Emerging Trends, Cases and Analysis in 2015*2-hour session*

A panel experienced in handling FLSA litigation discusses the latest cases, most important trends and the best practices from both the plaintiff and defense point of view.

Ellen E. Boshkoff, Michele R. Fisher & Christopher A. Parlo

MODERATOR: *Paul J. Lukas*

509

Age Discrimination Update – The Cases and Their Impact

This session provides a review of the recent age discrimination cases – with a special emphasis on practice implications for both plaintiff and defense counsel.

Donald M. Lewis & Rachana T. Srey

11:25 a.m. – 12:20 p.m.

BREAKOUT SESSION G**An Overview of the World of Employment Law in an Age of Technology** (continued)**FLSA – Emerging Trends, Cases and Analysis in 2015** (continued)

601

Form I-9 and Immigration Compliance Basics

A comprehensive refresher on Form I-9 completion and maintenance, including the latest on the federal government's E-Verify program. Learn what federal and state agencies are doing to ensure adherence to the law, and learn how your company can increase compliance and prevent penalties in this time of increased government audits and scrutiny.

Jennifer B. Mojica & Renée Mueller Steinle



602

What to Expect When Your Employees Are Expecting: How to Avoid Common Employer Mistakes When the Stork Arrives in the Workplace*Repeated at #902*

In recent years, both federal and state laws have afforded increased rights and protections to employees who are expecting new family members. Employers therefore need to stay informed of their related obligations – from accommodations during pregnancy, to leave rights after a new child arrives, to lactation accommodation after new mothers return to the workplace – and ensure their policies and practices are in line with applicable law. This session addresses common mistakes employers make when managing expecting employees, offering practical guidance on how to mitigate risk while still meeting your business needs.

Marilyn J. Clark & Steven Andrew Smith

603

20 New and Bothersome Employment Law Questions – From New Law to Tough Everyday Issues

Some questions seem never to go away – and new law creates new issues. This is a chance to have an expert's analysis of how to deal with both recurrent and new questions and apply practical analysis to keep you in full legal compliance.

Marko J. Mrkonich

604

Important Employment Law Issues in the Health Care Field

This session focuses on some of the unique employment law issues faced in the health care field including how complaints against physicians must be handled, whistleblower and retaliation protections for employees, how violations of patient privacy can give rise to employment claims, unique issues of non-competition and non-solicitation agreements, and more. Don't miss this brand new session devoted entirely to the difficult employment law concerns of the health care industry.

Sarah G. McGrane & Lawrence P. Schaefer

605

Investigation Mistakes and Their Legal Consequences

An employer conducts an investigation. The employer believes the investigation will now insulate it from the allegations. But...how, you say, did this new defamation claim arise? When did retaliation become an issue? NLRB!? – we aren't even unionized! If investigations are done improperly, they create their own set of legal problems and these issues name just a few of the potential consequences. An experienced plaintiffs' counsel uses short hypotheticals to explore the legal issues that can arise.

Howard L. Bolter

606

When and How to Take Action – Performance Management Essentials Employers Need to Know

It's a perennial challenge. Employees don't meet their expected job requirements. Or they engage in misconduct. Employers want to respond by maximizing the employee's chances for success on the job, and by minimizing the employer's exposure to liability if termination becomes necessary. What are the most frequent failures in performance management? What can an employer do to avoid those pitfalls? This panel of veteran in-house employment lawyers will give you practical advice on how to navigate these difficult waters.

Jennifer A. Dellmuth, Katherine A. Lawler & Antone Melton-Meaux

MODERATOR: *David J. Lauth*

607

EEOC Priorities – An In-Depth Look

Laurie Vasichek, Nick Pladson and Tina Burnside of the EEOC discuss current high-priority cases including pregnancy accommodation, LGBT discrimination, pre-employment testing, joint employment and more. What is the EEOC position on these types of cases and what are the litigation results to date?

Tina Burnside, Nicholas J. Pladson & Laurie A. Vasichek



608

Retaliation Claims: New Twists on an Age-old Theme*Repeated at #907*

For centuries the world's greatest (and many lesser) thinkers and writers have been fascinated by that most fundamental of human dynamics: reprisal. Think of Homer's *Odyssey*, Shakespeare's *Macbeth*, Melville's *Moby Dick*, or Metcalfe's... *Revenge of the Nerds*. Each, in its own way, attempts to get to the heart of the retaliation theme. In this session, the presenters will undertake their own exploration of the retaliation theme, presenting first the new case law twists on this ancient theme, but also examining the odd and unique angles that plaintiff's lawyers, and defense lawyers leverage to successfully resolve these cases in the workplace and win them in court.

M. William O'Brien & Melissa Raphan

609

The New PERB: Q&A With Board Representatives

This session starts with a brief overview of the recent legislative changes to Minnesota's PELRA, creating the Public Employment Relations Board. Then you'll hear from two PERB members in a moderated question-and-answer format designed to answer questions about how the PERB will process and decide cases.

Sandra S. Blaeser & Nicole M. Blissenbach

MODERATORS: *Gregg M. Corwin & Frank J. Madden*

1:30 – 2:30 p.m.

BREAKOUT SESSION H

701

7 Important Aspects of Employment Law Litigation That You Should Understand

This session is an introductory session to litigation in employment law – focusing on matters you should know including issues relating to pleadings, electronic discovery, depositions, subpoenas, witness testimony, evidence and potential damage awards against individuals and employers. This is a "can't miss" session for anyone who wants to better understand the risks and trials of the litigation process.

Carl Crosby Lehmann & Nicholas G.B. May

702

Basics of Minnesota's Unemployment Insurance Law and Practice

Doug Micko will take you through the nuts and bolts of UI law, rules, and procedure, including how does an applicant seek benefits; what happens in an appeal hearing; what impact do severance payments have on benefits; what disqualifies an applicant from benefits (including what qualifies as fraud); what effect does UI have on employers; how employers can impact an applicant's eligibility for benefits; and applicant's continuing obligations under UI law.

Douglas L. Micko

703

One-on-One With Minnesota Department of Human Rights Commissioner Lindsey

Judy Langevin interviews Commissioner Lindsey about the positions, initiatives and work of the Minnesota Department of Human Rights.

Judith Bevis Langevin & Commissioner Kevin M. Lindsey



704

Employee Behavior After 5 PM: What an Employer Can and Cannot Do

Repeated at #903

Employee conduct outside the workplace can seriously damage a company's values and brand. Criminal conduct, social media expressions about politics or religion, and public complaints about the boss, working conditions or the company's products all can have a major impact on a company's reputation and bottom line. This session will explore the legal limits on what an employer can and cannot do when an employee crosses the line outside the workplace. For example, when an employee is accused of a crime, but not yet convicted, can an employee be fired? If an employee trashes the company or its products in social media, can the employer discipline or discharge the employee? What if the employee simply engages in incredibly embarrassing behavior outside the workplace? These and other tough questions will be addressed and answered during this entertaining session.

Gregory J. Stenmoe

705

Top Issues for Employers With a Multi-State Workforce – How to Comply With a Patchwork of State and City Employment Laws (Without Going Crazy)

Join us for a rapid survey of handbook requirements, leave requirements (including sick leave), protected classes, non-compete agreements, and drug testing. Your presenters will discuss how states differ on these matters – and which states are the most worrisome for employers, what should be on your radar, and tips for nationwide compliance. And you'll learn about some unique "gotcha" statutes.

V. John Ella & Beverly W. Garofalo

706

The ACA: Counting Hours, Court Cases, and Cadillac Taxes (and That Is Just the Cs)

The costs under the Affordable Care Act are mounting. This year, the first payment of the reinsurance fee was due, the IRS is collecting the individual mandate, and the employer mandate is now effective. Employers need to review their coverage and count hours for the employer mandate and reporting. A case before the Supreme Court may complicate all of this by not allowing the government to give tax subsidies in certain states. In addition, with the Cadillac tax starting in 2018, employers in general and especially those with collective bargaining agreements need to focus on plan cost and design. This session will provide an overview of the costs (the fees), what employers should be doing for reporting, requirements that might be missed, and steps employers should be taking to address the ongoing rollout of the ACA.

Timothy D.S. Goodman

707

Pay Discrimination: How To Look for Pay Discrimination and What To Do If You Find It

Pay disparities remain a priority for the EEOC, OFCCP and plaintiffs' counsel, and potential liabilities are significant across large employee populations. In this session national pay analytics expert and defense counsel will review the legal framework for pay discrimination claims, discuss when and how to conduct pay analyses, and provide strategies for correcting any disparities identified.

Mary Dunn Baker & Kathlyn E. Noecker

708

The NLRB's Decisions and Their Impact on Union and Non-Union Workplaces

The NLRB continues to make decisions that impact all workplaces including the new "quick election" rule. Don't miss this important update.

M. William O'Brien, James R. Rowader & Douglas P. Seaton

MODERATOR: *Paul J. Zech*

709

10 Things Every Employment Litigator Should Know About E-Discovery

Attorneys and technology mavens, Michael McGuire and Niloy Ray, will review some of the key E-Discovery concepts and practice pointers – important matters that every plaintiff and defense attorney should know. Regardless of the size of your case, Electronically Stored Information can play a significant role in the outcome. You need to know how to use this information to your advantage and how to collect and review it without spending a fortune. This is a "can't miss" session for the employment law litigator who understands valuable information is no longer in paper, but in our computers and in the clouds.

Michael J. McGuire & Niloy Ray

710

Cutting-Edge ADA Accommodation and Retaliation Developments

This experienced panel will present recent developments in disability law broadening the scope of protected conduct to include requesting and being granted an accommodation, the impact of "but-for causation" on retaliation claims under the ADA, and the scope of the accommodation obligation under difficult scenarios involving mental health conditions, recurrent treatment and/or intermittent leave, or chronic conditions where long-term accommodations are requested.

Cynthia A. Bremer, Clayton D. Halunen & Christopher D. Jozwiak

MODERATOR: *Lawrence P. Schaefer*

711

The Public Sector Internal Employment Investigation – Ensuring Compliance, Avoiding Pitfalls

Public sector employers are not only employers, but they are also government entities. For that reason, investigators working in the public sector must be aware of constitutional and statutory provisions that may apply to their conduct. This practical session addresses some of the common issues that arise in public sector investigations – identifying potential pitfalls and offering tips for developing and executing a legally sound investigation process.

Patricia Y. Beety & Pamela L. VanderWiel

2:45 – 3:45 p.m.

BREAKOUT SESSION I

801

Debunking Employment Law Myths

This is a fast-paced session that sets the record straight regarding several employment law myths in which many employers commonly believe. Topics include the applicability of the National Labor Relations Act to non-unionized employers, restrictions on employers' ability to make employment decisions based upon criminal background, the enforceability of non-competition agreements, dealing with employees and drug use, and others. This session will provide valuable information regarding pitfalls employers should avoid and steps that should be taken to protect their businesses.

Daniel J. Ballintine & Phyllis Karasov

802

Dealing With Employees With Depression or Other Mental Health Issues – What You Can and Cannot Do

This session is designed to provide you with guidelines for legal and practical ways to handle employees dealing with mental health problems and, at the same time, point out the potential legal pitfalls that you need to avoid. What is your plan when an employee tells you they are suffering from depression? What can you say? What can't you say? What proof of illness do you need? Can you get your own doctor to examine? When is an interactive process required? When is the accommodation request unreasonable? And more!

R. Ann Huntrods

803

"What? I'm Fired?": Handling the Discharge Process and Termination Meeting

Once an employer makes the decision to terminate an employee, there are a wide range of issues that must be considered. What are the best practices for communicating the termination decision? How and where should the termination meeting be conducted? What are my legal obligations to a terminated employee? Should I offer a severance package and, if so, how much? This session will focus on real-life examples and take-away solutions that will help employers minimize risk when terminating an employee.

Brian T. Benkstein

804

Dress Codes and Grooming – What Are the Rules Today?

When and to what extent does the employer have control over how employees must look or dress at work? When is an employer required by the discrimination laws to allow an employee to deviate from a dress code? When are certain rules considered unlawful discriminatory practices? A look at what the statutes say, how the courts have ruled, and the resulting practical recommendations for employers.

Penelope J. Phillips

805

The Immigration Accountability Executive Action and Its Impact on Employers

This session will provide an overview of the immigration executive action on employers and its implications for the U.S. workforce. The panel will examine the historical and political context of the executive action, employment eligibility verification issues and the other related employment law questions (e.g. honesty policy and termination) it raises, its impact on the sponsorship of temporary and permanent employees, and other hot immigration topics.

Thomas A. Jensen & Elizabeth A. Thompson

MODERATOR: *Loan T. Huynh*

806

The Next Big Thing – Is Using “BIG DATA” to Hire, Manage and Discipline the Way to Go?

“Big Data” can help you make the correct decisions on many matters – including many employment related concerns. However, are there risks? Can using “Big Data” result in discrimination or some other legal violation of the law? This cutting-edge session takes you inside the “Big Data” world and provides you with an insider’s view of the pros and cons and its value in your employment law practices.

Marko J. Mrkonich

807

8th Circuit and Federal District Court Update

Repeat of #507

Learn all of the important new cases in the Eighth Circuit and from Minnesota federal district court and their practice implications.

Justin D. Cummins & Susan E. Ellingstad

808

Outside the Box Ideas for Settling Your Case – Both Inside and Outside of Mediation

Most employment cases settle. The challenge is to settle at a time and in a way that benefits the litigants. On the courthouse steps, after all the time and expense, typically serves neither party. Veteran mediators share ideas about best practices, outside the box options and creative solutions for productive settlement discussions (inside or outside of mediation). Learn concrete suggestions that help get settlement done.

Honorable Arthur J. Boylan (ret.), Martin B. Ho & Ellen G. Sampson

MODERATOR: Sheila A. Engelmeier

809

Understanding Diverse Cultures and Working With Diverse Lawyers and Clients

2-hour session

2.0 elimination of bias credits applied for

As Minnesota becomes increasingly diverse it is very likely that you are, or soon will be, working with lawyers and clients from other cultures. Attorneys representing the Asian, Latino, and Native American communities will: Describe the unique features of their cultures; Discuss the challenges that people from their communities face when working with lawyers; Share practical advice for lawyers who are working with clients from those cultures, including cultural sensitivity considerations and communication tips. The panel also will reflect on the results of diversity efforts in their firms and the effect that greater diversity among lawyers is having on our profession and our society.

Andrew Adams III, Alexander J. Kim, Nelson L. Peralta & Roshan N. Rajkumar

MODERATOR: Roy S. Ginsburg

810

What Every Public Sector Practitioner Needs to Know About the 2015 Funding Session

In this session, Jay Kiedrowski will discuss the 2015 legislative funding session and its potential implications for public services and the people and institutions that provide them. Mr. Kiedrowski is a senior fellow at the Humphrey School of Public Affairs. Among his areas of expertise: public financial analysis and budgeting and public service redesign. Before coming to the University in 2004, Mr. Kiedrowski served as the executive vice president for Wells Fargo and Company; Minnesota Deputy Commissioner and Commissioner of Finance from 1983 to 1987; budget director for the City of Minneapolis from 1978 to 1982; and researcher and committee administrator with the Minnesota State Senate between 1973 and 1977, specializing in tax and urban policy analysis.

Jay Kiedrowski

4:00 – 5:00 p.m.

BREAKOUT SESSION J

Understanding Diverse Cultures and Working With Diverse Lawyers and Clients (continued)

901

Screening and Hiring – What Can You Do? What Shouldn’t You Do?

Repeat of # 102

Making good hiring decisions is critical to any employer – and employers want to use all the resources available to them in order to make the right decision. But what is proper, what is improper and what leads to lawsuits and legal liabilities? What about criminal background checks, reviewing credit reports, looking at social media sites such as Facebook, Linked-in or Instagram, questioning applicants about personal matters, families, etc.? At this session you’ll learn both best practices to follow as well as legal traps to avoid.

Katherine A. Lawler & Tina A. Syring

902

What to Expect When Your Employees Are Expecting: How to Avoid Common Employer Mistakes When the Stork Arrives in the Workplace

Repeat of #602

In recent years, both federal and state laws have afforded increased rights and protections to employees who are expecting new family members. Employers therefore need to stay informed of their related obligations – from accommodations during pregnancy, to leave rights after a new child arrives, to lactation accommodation after new mothers return to the workplace – and ensure their policies and practices are in line with applicable law. This session addresses common mistakes employers make when managing expecting employees, offering practical guidance on how to mitigate risk while still meeting your business needs.

Marilyn J. Clark & Steven Andrew Smith

903

Employee Behavior After 5 PM: What an Employer Can and Cannot Do

Repeat of #704

Employee conduct outside the workplace can seriously damage a company’s values and brand. Criminal conduct, social media expressions about politics or religion, and public complaints about the boss, working conditions or the company’s products all can have a major impact on a company’s reputation and bottom line. This session will explore the legal limits on what an employer can and cannot do when an employee crosses the line outside the workplace. For example, when an employee is accused of a crime, but not yet convicted, can an employee be fired? If an employee trashes the company or its products in social media, can the employer discipline or discharge the employee? What if the employee simply engages in incredibly embarrassing behavior outside the workplace? These and other tough questions will be addressed and answered during this entertaining session.

Gregory J. Stenmoe

904

FMLA Paperwork: How to Do It Right

Repeat of #204

Employers must provide employees proper FMLA notifications at the beginning and often during the leave, obtain medical certifications when needed, and keep various FMLA records, but “the what” and “the when” is not always easy. This session will cover FMLA paperwork from A to Z with model forms for your use.

Mary M. Krakow

905

Open Forum on Discipline and Discharge

An opportunity to discuss and ask questions of our experienced faculty.

Brian T. Benkstein, Robert C. Boisvert, Jr. & Pamela M. Harris

906

Joint Employer Liability – Coming to a Company Near You!

Repeat of #506

Come learn what joint employer (co-employer) liability is, why it matters, and why it’s the subject of ever-increasing litigation, legislation, and regulatory focus. Also learn concrete, practical ways to minimize the risk that your company will be subject to joint employer liability.

Heather L. Anderson & Mary B. Thomas

907

Retaliation Claims: New Twists on an Age-old Theme

Repeat of #608

For centuries the world’s greatest (and many lesser) thinkers and writers have been fascinated by that most fundamental of human dynamics: reprisal. Think of Homer’s *Odyssey*, Shakespeare’s *Macbeth*, Melville’s *Moby Dick*, or Metcalfe’s...*Revenge of the Nerds*. Each, in its own way, attempts to get to the heart of the retaliation theme. In this session, the presenters will undertake their own exploration of the retaliation theme, presenting first the new case law twists on this ancient theme, but also examining the odd and unique angles that plaintiff’s lawyers, and defense lawyers leverage to successfully resolve these cases in the workplace and win them in court.

M. William O’Brien & Melissa Raphan

CREDITS

Minnesota CLE has applied to the Minnesota State Board of CLE for **13.0 hours standard CLE credit** for this year's Institute. Minnesota CLE is an accredited sponsor for Wisconsin and North Dakota. We anticipate this course also will qualify for **13.0 civil trial specialist credits, 13.0 labor and employment law specialist credits** and **13.0 CJE credits for judges**.

In addition, we have applied to the Human Resource Certification Institute for **13.0 recertification credits**.

This course may also qualify for CEU credits. Check with the appropriate accreditation organization to ensure CEU accreditation.

We also anticipate that sessions #310 and #505 each will qualify for **1.0 ethics credit** and that session #809 will qualify for **2.0 elimination of bias credits**. If you attend any of these sessions and claim ethics or elimination of bias credit, you must deduct those special credits from the 13.0 hours of "standard" credit. For example, if you attend sessions #310 and #809, you would claim 1.0 ethics credit, 2.0 elimination of bias credits and 10.0 standard credits for a total of 13.0 credits.

In no case may you claim more than 13.0 total credits for the Upper Midwest Employment Law Institute.

CANCELLATION / NO-SHOW POLICY

Paid registrants who cancel their registration at least 3 business days before the program will receive a full credit on their account; if fewer than 3 business days a \$25 administrative fee will be deducted. Paid registrants who fail to attend will receive the *2015 Employment Law Handbook*. Passholders may purchase the *2015 Employment Law Handbook* at 50% of the full retail price.

NEW LAWYER SCHOLARSHIP PROGRAM

In recognition of the challenges facing lawyers entering the profession, Minnesota Continuing Legal Education has established a scholarship program for unemployed and underemployed lawyers admitted fewer than three years. Those wishing to apply for such assistance should contact Grant at 651-254-2111 or gdavies@minncle.org for details.

ACCOMMODATION

If you have a disability and need an accommodation in order to attend this seminar, please contact us as soon as possible. Contact Minnesota CLE at 2550 University Avenue West, Suite 160-S, Saint Paul, MN 55114 or call 651-227-8266 or 800-759-8840.

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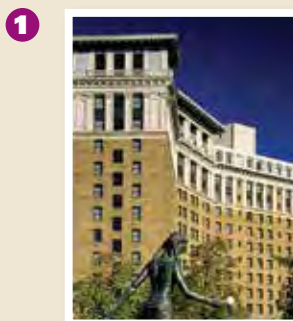


Parking – Arrive Early!

The Institute begins at 8:00 a.m. each day. We encourage commuters to allow plenty of time for rush hour traffic and for parking. Please take special note of the map which indicates the RiverCentre location and adjacent parking lots.

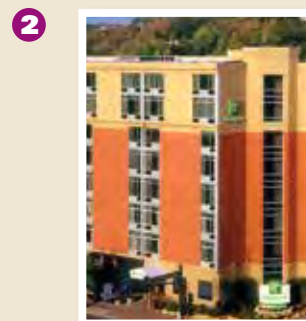
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Minnesota CLE has established special room rates for Institute attendees at the hotels listed below. Make your reservations early to ensure room/rate availability!



The Saint Paul Hotel **\$163**

350 Market Street
651-292-9292



Holiday Inn **St. Paul Downtown** **\$127**

175 West Seventh Street
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561-15 | JHAJ | LMP

1 Please "✓" appropriate box:

- \$695 MSBA member
- \$695 TCHRA member
- \$695 paralegal / legal assistant
- \$795 standard rate
- I have a MN CLE Season PassSM. Pass # _____

Please "✓" appropriate box:

- Attorney (in private practice)
- Government Attorney
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2 FREE WEBCASTS

FREE!

Attendees of the 2015 Employment Law Institute may view 3 of the 8 webcasts listed here for free! Instructions on how to register for free will be distributed at the Institute.

- Tuesday, June 2; 9:00 – 10:00 a.m.
OSHA Basics
- Tuesday, June 2; 12:00 – 1:00 p.m.
Nuts and Bolts of Minnesota Break and Leave Laws
- Tuesday, June 2; 2:00 – 3:00 p.m.
The Secret Guide to Effective and Lawful Pre-Employment Testing
- Wednesday, June 3; 2:00 – 3:00 p.m.
Are They Employees or Independent Contractors? Making Sure Your Classification Is Correct
- Tuesday, June 16; 9:00 – 10:00 a.m.
Religious Accommodation Issues for an Increasingly Diverse Workforce – The Tough Issues
- Tuesday, June 23; 9:00 – 10:00 a.m.
FMLA Update – 2015
- Tuesday, June 23; 12:00 – 1:00 p.m.
Legal Issues Faced by Returning Veterans and Their Employers
- Tuesday, June 30; 3:00 – 4:00 p.m.
Ethics: Lessons Learned From the Mistakes of Others – A Synopsis of Recent Minnesota Lawyer Discipline Cases

3 CAN'T ATTEND?

You can still get the 2015 Employment Law Handbook!

The **hardcopy** is available for \$195 (plus tax and handling). Call Minnesota CLE at 651-227-8266 or 800-759-8840 to place your order. Orders will be filled after the Institute. The **online version** is available for \$195 (plus tax). The online version may be purchased at www.minncle.org after June 8.

The Internal Employment Investigations Handbook sold separately.

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