THE 2018 UPPER MIDWEST

EMPLOYMENT LAW INSTITUTE

c-sponsored by Minnesota CLE, the MSBA Labor and Employment Law Section and the Twin Cities Society for Human Resource Management

The Nation’s Best Employment Law Conference – Another Important Institute in 2018!


2. Guidance for Navigating Difficult Employment Situations

3. All in a Fun Conference Setting with Friends and Colleagues
Another Important Employment Law Institute in 2018

Major legal and enforcement issues in employment law remain in flux and the nation’s premier employment law conference is the best and easiest way to make sure you are on the cutting edge of every decision, change, trend and new enforcement policy. Government officials and some of the very best in-house and outside counsel will cover each employment law development and provide best practices for handling employment law matters.

Big Changes Everywhere

Whether it’s #MeToo, immigration changes, wage and hour exempt status, pay equity or retaliation cases, things are changing in the employment law world. Plenary and breakout sessions will cover the latest news out of the EEOC, the Department of Labor and the NLRB. What should we expect in terms of possible changes to positions on harassment, wage and hour issues, joint employment, employer policies, and more?

Important New Court Decisions!

In addition to regulatory changes, there are significant new cases in many areas of employment law. All session content is up-to-date, reflecting the current state of the law including relevant new case decisions. In addition, the Institute provides breakout session options that are “case update” sessions, including:

- U.S. Supreme Court Update
- Title VII Case Update
- Federal District Court and 8th Circuit Update
- FMLA Update
- Retaliation Case Update
- And More!

Sex Harassment in the Workplace

With the light shining so brightly on sex harassment, the Institute features 8 sessions on this important topic – from internal training to investigations to trials. In addition, each attendee will receive a new harassment book published just for this event!

The Institute Delivers Unmatched Coverage of the Critical Issues You Deal With Every Day

The Institute features the most thorough curriculum of any employment law conference in the nation – with a special focus on practical “how to” and “best practices” that both employer and employee counsel should know.

Our conference sessions cover all the important employment law practice areas – with focus on the toughest practice questions. Sessions on the FMLA, ADA, Investigations, Interviewing Techniques, Mental Health Issues, Drug Testing, Leave and Reinstatement, Discipline and Discharge, Non Competes, Pay Equity, Technology, Mergers and Acquisitions, Harassment Litigation, and Supervisor Training – these are just some of the 100 session topics at the 2018 Institute.

From this array of helpful topics, you can create a program to meet your individual needs. And, don’t worry: You’ll receive the helpful written materials from all sessions, even those you don’t attend.

REGISTER TODAY AT WWW.MINNCLE.ORG OR CALL 651-227-8266 OR 800-759-8840
Post-Conference Tools
Give You Extra Guidance
All Year Long

In addition to a great conference with a terrific faculty, you’ll benefit from a host of post-Institute benefits including:

1. Your choice of 2 post-Institute webcasts at no extra charge – which equals more learning, and more continuing education credits

2. More than 1700 pages of conference materials including checklists, forms, and more – all online and easily searchable

3. Legal QuickSheets™ providing quick answers and guidance on selected employment law and practice issues

4. The new book, Sexual Harassment (2018) – a timely new publication created for this year’s Institute attendees

And more!

The Institute is your “one-stop shopping” event of the year. It’s not only the best way to make sure you are up to date on all new developments, it’s your best way to gather valuable resource materials for the weeks and months to come.

A Fun Conference Setting –
2 Days With Friends and Colleagues

The 2018 Upper Midwest Employment Law Institute is a terrific educational event and will be loads of fun, too. You’ll enjoy the energy, the learning, the conference amenities – and spending time with colleagues and friends. You’ll be a part of the biggest and best employment law conference in the nation – learning from the best and having fun in the process. Don’t miss the event of the year – sign up today!

Coming From Out of Town?
Check Out Our Room Rates at Nearby Hotels!

- The Saint Paul Hotel – $169
  350 Market Street; 651-292-9292
- Intercontinental Saint Paul Riverfront – $159
  11 Kellogg Boulevard East; 651-292-1900
- Holiday Inn St. Paul Downtown – $141
  175 West Seventh Street; 651-225-1515

MAKE PLANS NOW TO ATTEND THIS YEAR’S CONFERENCE!
In Addition to 1700 Pages of Conference Materials, You’ll Receive This Terrific New Book

Sexual Harassment

TABLE OF CONTENTS

CHAPTER 1
What Constitutes Unlawful Sexual Harassment

CHAPTER 2
Anti-Harassment Policies, Complaint Procedures & Culture

CHAPTER 3
Effective Training

CHAPTER 4
Investigations & Response to Claims

CHAPTER 5
Plaintiff & Defense Attorney Practice Pointers for Sexual Harassment Litigation

APPENDICES

• Labor Law Considerations
• The Public Sector Workplace
• When the Alleged Victim Is an Immigrant Worker
• When the Accused Is a Senior Executive or Other Powerful Person

Choose 2 of 7 Webcasts to View for Free

1. Tips I Have Learned in More Than 20 Years of Litigating Non-Compete and Restrictive Covenant Cases
   Joseph W. Hammell
   1.0 standard CLE credit applied for
   1.0 labor & employment specialist credit applied for
   1.0 HRCI credit applied for
   1.0 SHRM credit applied for

2. Emerging Issues in Pay Equity
   Susan E. Ellingstad & David E. Schlesinger
   1.0 standard CLE credit applied for
   1.0 labor & employment specialist credit applied for
   1.0 HRCI credit applied for
   1.0 SHRM credit applied for

3. Military and Veterans – Hiring and Retention
   Patricia Y. Beety, Adam B. Klarfeld & Ouraphone Willis
   1.0 standard CLE credit applied for
   1.0 labor & employment specialist credit applied for
   1.0 HRCI credit applied for
   1.0 SHRM credit applied for

4. Top 7 Reasons Employers Get Sued
   Jessica L. Roe & Stephen Andrew Smith
   1.0 standard CLE credit applied for
   1.0 labor & employment specialist credit applied for
   1.0 HRCI credit applied for
   1.0 SHRM credit applied for

5. Working with LGBTQ+ Employees: A Legal Update and Discussion of Best Practices
   Megan L. Anderson
   1.0 standard CLE credit applied for
   1.0 labor & employment specialist credit applied for
   1.0 HRCI credit applied for
   1.0 SHRM credit applied for

   Timothy D.S. Goodman & Katina Peterson
   1.0 standard CLE credit applied for
   1.0 labor & employment specialist credit applied for
   1.0 HRCI credit applied for
   1.0 SHRM credit applied for

7. Workplace Legal Rights for Immigrant Workers
   Justin Cummins, Sandro Garofalo & Jaylani Hussein
   Elizabeth A. Glidden (moderator)
   1.0 standard CLE credit applied for
   1.0 labor & employment specialist credit applied for
   1.0 HRCI credit applied for
   1.0 SHRM credit applied for
Here Are Just Some of the Benefits of Attending This Year’s Institute

1. **A Fun and Educational 2-Day Event**

2. **A Complete Update** on All Employment Law Developments – The Easiest Way to Make Sure You Are Up-To-Date in This Changing World

3. **Multiple Session Choices** – Give You Maximum Flexibility to Learn What You Need

4. **A Great New Publication** on Sexual Harassment

5. **More Than 1700 Pages** of Terrific Written Materials You’ll Use Long After the Conference

6. **Helpful Legal QuickSheets™** on:
   - Employment Law Claims
   - Wage and Hour Checklist
   - Pay Equity

7. **Helpful Summary Guides™** on:
   - Employment Law Statutes of Limitation
   - Document Retention and Destruction

8. **Prizes, Reception, Luncheons, Lattes, and Other Events** to Make Your 2 Days Even More Enjoyable

9. **An Exceptionally Talented Faculty** – Who Are More Than Willing to Take Your Questions in the Sessions or in the Hallways

10. **2 Free Post-Institute Webcasts** – Choose From 7 Webcast Choices

11. And Much More!
### Morning Plenary Sessions

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

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

8:10 – 9:45 a.m.
**Main Plenary**

**Sexual Harassment – New Case Decisions, and New and Evolving Prevention and Response Strategies**
What’s new in terms of notable 2017-18 court decisions and agency activity; and the impact of our current climate (i.e. what’s the same in terms of employment law and practice post-#MeToo, and what’s different).

Judith Bevis Langevin

**Inside Baseball – What’s Going On in D.C. That Impacts Your Employment Law Practice?**
David Fortney and Randy Johnson, Washington D.C. attorneys “in the know,” will provide up to the minute details on the developments and policies by key federal agencies impacting employment law, including DOL and its agencies, NLRB and the EEOC, as well as the latest developments on Capitol Hill in the employment law area. What are the enforcement initiatives? What opinion letters are available? Who will be confirmed as agency heads and what might that mean? What is the latest word on new guidance from the agencies? And much more!

David S. Fortney
Randel K. Johnson

### Intermediate to Advanced Sessions

9:45 – 10:15 a.m.
**NETWORKING BREAK**

### Intermediate to Advanced Sessions

10:15 – 11:15 a.m.
**Breakout Session A**

| 001 | Zero Tolerance – Creating Sexual Harassment Policies and Procedures | Jenny Gassman-Pines |
| 002 | Engagement and Retention: Team Building in Today’s Workplaces | James F. Olney |
| 003 | Taking Attendance – Best Practices for Controlling and Addressing Attendance Issues Under the Shadow of the ADA and FMLA | Perri J. Phillips |
| 004 | DOL Developments – In-Depth | David S. Fortney and Randel K. Johnson |
| 005 | Creating and Enforcing Restrictive Covenants – A Deep Dive for Multi-State Employers | Katie M. Connolly & Joel O’Malley |
| 006 | Artificial Intelligence, Wearable Technology, and the Future of Work – Benefits and Legal Risks | Zeb Curtin, Tiffany George & Mandana Massoumi |
| 007 | Friedlander and Minnesota Whistleblower Claims – New Cases and Strategies | Cynthia A. Bermer & Steven Andrew Smith |
| 008 | Learn Important Lessons Watching These Mock Trials | James H. Kaster & Matthew H. Morgan |
| 009 | 1.0 ethics credit applied for | Ethical Issues of Joint Representation | Clayton D. Halatam & Joseph J. Redy, Jr. \ Susan M. Hunssten (moderator) |
| 100 | FMLA Basics | Leonard B. Segall |
| 101 | Religion in the Workplace – Duties to Accommodate, and the Consequences of Not Doing So | Clifford M. Greene & Farris A. Rashid |
| 102 | Disciplining the Difficult Doctor | Robert C. Boosvert, Jr. |
| 103 | Inside the Minnesota Department of Human Rights – In-Depth Interview with Commissioner Lindsey and Other MDHR Officials | Laura F. Danielson, Kamana Kasim-Gregshy & Commissioner Kevin M. Lindsey \ Susanne J. Fischer (moderator) |
| 104 | Becoming Trauma-Informed: The Impact of Trauma on the Brain, Body and Relationships | Carol Ackley |
| 105 | Creating and Enforcing Restrictive Covenants – A Deep Dive for Multi-State Employers | Kate M. Connolly & Joel O’Malley |
| 106 | Title VII Update – All the Important Cases and Their Impact | Justin D. Cummins & Gina K. Janeiro |
| 107 | Handling the Toughest ADA Cases: Reasonable Accommodations, the Interactive Process, and More | Shalanda D. Ballard, Jennifer A. Dellmuth & Laurie A. Olson \ David J. Lauth (moderator) |
| 109 | The 2018 Public Sector Case Law Update | Timothy J. Laurs & Christian R. Shuler |

11:25 a.m. – 12:25 p.m.
**Breakout Session B**

| 001 | Zero Tolerance – Creating Sexual Harassment Policies and Procedures | Jenny Gassman-Pines |
| 002 | Engagement and Retention: Team Building in Today’s Workplaces | James F. Olney |
| 003 | Taking Attendance – Best Practices for Controlling and Addressing Attendance Issues Under the Shadow of the ADA and FMLA | Perri J. Phillips |
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| 109 | The 2018 Public Sector Case Law Update | Timothy J. Laurs & Christian R. Shuler |

### Day 1 – Monday, May 21

#### Basic Sessions

**10:15 – 11:15 a.m.**

**Breakout Session A**

| 001 | FMLA Basics | Leonard B. Segall |
| 002 | Zero Tolerance – Creating Sexual Harassment Policies and Procedures | Jenny Gassman-Pines |
| 003 | Engagement and Retention: Team Building in Today’s Workplaces | James F. Olney |
| 004 | DOL Developments – In-Depth | David S. Fortney and Randel K. Johnson |
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| 008 | Learn Important Lessons Watching These Mock Trials | James H. Kaster & Matthew H. Morgan |
| 009 | Ethical Issues of Joint Representation | Clayton D. Halatam & Joseph J. Redy, Jr. \ Susan M. Hunssten (moderator) |

#### Intermediate Sessions

**10:15 – 11:15 a.m.**

**Breakout Session B**

| 010 | Religion in the Workplace – Duties to Accommodate, and the Consequences of Not Doing So | Clifford M. Greene & Farris A. Rashid |
| 011 | Disciplining the Difficult Doctor | Robert C. Boosvert, Jr. |
| 012 | Inside the Minnesota Department of Human Rights – In-Depth Interview with Commissioner Lindsey and Other MDHR Officials | Laura F. Danielson, Kamana Kasim-Gregshy & Commissioner Kevin M. Lindsey \ Susanne J. Fischer (moderator) |
| 013 | Becoming Trauma-Informed: The Impact of Trauma on the Brain, Body and Relationships | Carol Ackley |
| 014 | Creating and Enforcing Restrictive Covenants – A Deep Dive for Multi-State Employers | Kate M. Connolly & Joel O’Malley |
| 015 | Title VII Update – All the Important Cases and Their Impact | Justin D. Cummins & Gina K. Janeiro |
| 016 | Handling the Toughest ADA Cases: Reasonable Accommodations, the Interactive Process, and More | Shalanda D. Ballard, Jennifer A. Dellmuth & Laurie A. Olson \ David J. Lauth (moderator) |
| 017 | What’s the Harm? – Evaluating and Proving Damages | Sheila A. Engstrom, Anna F. Prakash & Rianna Nelson Schaffer \ Brian T. Rochel (moderator) |
| 018 | The 2018 Public Sector Case Law Update | Timothy J. Laurs & Christian R. Shuler |
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<td>Brian T. Benkstein</td>
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<td>Marka J. Meikosch</td>
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<td>Timothy M. Burke, Justin D. Cummins &amp; Jessica L. Dubin</td>
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<td>Mary M. Krakow</td>
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<td>1.0 ADR credit for Mediation – A Look from All Sides</td>
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### Join Us at 5:00 P.M. for the Annual Reception!
DAY 2 – TUESDAY, MAY 22

Morning 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

The 2018 Minnesota Update
New legislation, regulations and case law, plus the latest on local ordinances.
Shalanda D. Ballard

The 2018 EEOC Update
The important policy and enforcement initiatives of the EEOC.
EEOC Associate Legal Counsel Carol R. Miaskoff

The 2018 NLRA Update – Impacting Both Non-Union and Union Workplaces
What is going on with the NLRA? What is changed, rolled back and what is on the horizon?
Paul J. Zirch

8:10 – 9:50 a.m.
Alternate Plenary

How to Effectively Train for Harassment Prevention and Respectful Workplaces
Harassment training has long been the subject of dread and eyerolling by employees, either because of the subject itself or the awkward or poorly delivered training they have experienced in the past. In this session, popular Institute presenter Fran Sepler provides you with practical “how to” education on effective training that actually gets the message across and gives employees and supervisors meaningful experiences that have a measurable impact on the workplace. Written materials include sample training agendas and sample hypotheticals that can be developed for use during training.
Fran A. Sepler

9:50 – 10:15 a.m.
NETWORKING BREAK

10:15 – 11:15 a.m.
Breakout Session F

601 Practical Overview: Sexual Harassment Claims and Compliant Policies, Training and Response
Michelle L. Kornblit & David E. Schlesinger

501 Back by Popular Demand
Leave as a Reasonable Accommodation: Obligations and Options
Penelope J. Phillips

502 Record Retention Best Practices to Decrease Your Company’s Risks – Policies, Procedures, Technology
Teresa M. Thompson

503 The EEOC and Sex Harassment Claims
Carol R. Miaskoff & Louise A. Vascotch

504 Repeated at #901 | Back by Popular Demand
Drug and Alcohol Testing – 12 Traps for Employers
V. John Eila

505 10 Practical Tips for Compliance with State and Local Employment Laws for Multi-State Employers
Krisna R. Mayes, Kristin James Pierre & Daniel G. Prokott

506 Pay Equity – Compliance from the In-House Perspective
Heather C. Fokken & Mary B. Thomas

507 Repeated at #907
U.S. Supreme Court Update
John D. Thompson

508 Repeated at #907
Injunction Strategies: Seeking and Avoiding Emergency Injunctions
Samuel W. Dehri & Deann A. Leducx

509 Winning the Reprisal Case – Top Employment Litigators Tell How
Kathleen C. Bogas, Alicia K. Haynes & Joni M. Thome

11:25 a.m. – 12:25 p.m.
Breakout Session G

602 Back by Popular Demand
Investigative Interviewing: The Accuser and Respondent
Fran A. Sepler

603 Repeated at #902
Strategic Documentation of Employee Discipline and Discharge: Sword vs. Self-Inflicted Wound?
Brian T. Bennett

Jessica Linehan & Ryan E. Mick

605 Repeated at #805
Workplace Violence: Warning Signs and Prevention
Dennis A. Davis, Ph.D.

606 17 More Quirky Questions – Employment Law Issues That Will Cause You to Shake Your Head in Disbelief
Roy A. Ginsburg, Joanne J. Mullen & Elizabeth McRee

607 Complex Discipline and Discharge Issues Facing In-House Counsel
Jana S. Bruder, Ann M. Clooney & Michelle A. Miller
Michael J. Moberg (moderator)

608 NLRB in Practice: What the Non-Union (and Union) Employer Needs to Know Especially in Times of Uncertainty
M. William O'Brien, Douglas P. Seaton & Nick Wetschka
Paul J. Zirch (moderator)

609 Defending the Disability Case – Strategies and Tactics
Ellen A. Brinkman, Barbara J. D'Aquila & Joseph W. Hammell
Sara G. McGuire (moderator)

610 Repeated at #906
FLSA Update – New Cases and Current Issues for Plaintiff and Defense
Bret C. Burstein & Rachaela T. Suy

611 Accommodating Public Safety Workers
Sandi S. Blonski & Paula R. Johnston
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<td>Thomas A. Jacobson</td>
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<td>Paying the Cost When It’s the Boss – When the Alleged Harasser Is a Senior Executive or Other Powerful Person</td>
<td>Judith Bevis Langenstein &amp; Nicholas G.R. May</td>
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<td>Anatomy of an I-9 Audit</td>
<td>Jen Cornell, Loan T. Huynh &amp; John T. Mederos</td>
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<td>Fully Accessible: Technology and Techniques for Recruiting and Retaining Employees with Disabilities</td>
<td>Philip M. Kopares &amp; Matthias L. Nika Tracyn Gribbin (moderator)</td>
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<td>Chronic Depression in the Workplace – What’s an Employer To Do?</td>
<td>R. Ann Huntrods</td>
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<td>Back by Popular Demand Drafting Employment Agreements (Including an Annotated Document)</td>
<td>Jeffrey B. Oberman</td>
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<td>2018 ADA Update – The Important Cases and Developments That You Should Know and Understand</td>
<td>Christopher D. Starzow &amp; Katheryn A. Meekosh Wilson</td>
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<td>Strategies for Protecting Your Trade Secrets and Data from the Insider Threat – A Law Enforcement and Litigation View</td>
<td>Shena B. Crowe &amp; Teresa M. Thompson</td>
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<td>2-hour session</td>
<td>2.0 elimination of bias credits applied for Workplace Inclusivity and Allyship 101 Training</td>
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<td>2018 FMLA Update</td>
<td>Brian Cunningham &amp; Sara G. McGrane</td>
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<td>FLSA Update – New Cases and Current Issues for Plaintiff and Defense</td>
<td>Brett C. Bartlett &amp; Rachhana T. Srey</td>
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<td>1.0 ethics credit applied for Watch What You Say! – Ethics for 3 Critical Conversations</td>
<td>Binh T. Tuong</td>
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<td>Winning the Harassment Case – Strategies and Tactics</td>
<td>Kathleen L. Bogos, Alicia R. Haynes &amp; Jon M. Thome James H. Kaiser (moderator)</td>
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<td>4 Fast Focused Public Sector Updates: ADA, FMLA, Veterans, Public Employee Relations Board</td>
<td>Pamela T. Breney, Sandi S. Blaner, Paula R. Johnston &amp; Jana D’Tavay-Sullivan</td>
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<td>Sexual Harassment Claims and Investigations in the Public Sector Workplace</td>
<td>Laura T. Bernard, Ryan J. Ebert &amp; Carly Kyelber-Nelson</td>
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<td>Repeat of #507</td>
<td>John D. Thompson</td>
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<td>Repeat of #706</td>
<td>See also breakout option #808: 2-hour session</td>
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<td>Answering the Toughest Paid-Sick Leave Questions in the Twin Cities</td>
<td>Grant T. Collins &amp; Brian R. Walsh</td>
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<td>Repeat of #405</td>
<td>Shena B. Crowe &amp; Teresa M. Thompson</td>
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<td>Injunction Strategies: Seeking and Avoiding Emergency Injunctions</td>
<td>Samuel W. Deihl &amp; Dean A. Ledoux</td>
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<td>Full Session Descriptions Are Available Online at <a href="http://www.minncle.org">www.minncle.org</a></td>
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CREDITS – INSTITUTE

CLE
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.

We also anticipate that sessions #009, #402 and #709 each will qualify for 1.0 ethics credit, that session #408 will qualify for 1.0 elimination of bias credit, and that session #808 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 #009 and #408, you would claim 1.0 ethics credit, 1.0 elimination of bias credit and 11.0 standard credits for a total of 13.0 credits.

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

HRCI
Minnesota CLE also has applied to the Human Resource Certification Institute for 13.0 HR (General) recertification credit hours.

SHRM
Minnesota CLE is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP℠ or SHRM-SCP℠. This program is valid for 13 PDCs for the SHRM-CP℠ or SHRM-SCP℠. For more information about certification or recertification, please visit www.shrmcertification.org.

ADR
We anticipate that sessions #210 and #310 each will qualify for ADR credit.

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

CREDITS – POST-INSTITUTE WEBCASTS
Please see page 4 for a detailed credit listing for each webcast.

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 2018 Employment Law Handbook.

SCHOLARSHIPS AVAILABLE
Minnesota CLE maintains a scholarship program for those individuals with a financial need. Most scholarships awarded are 50% off the seminar price. To obtain a scholarship application, contact Grant at 651-254-2111 or gdavies@minncle.org.

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.

QUESTIONS?
Please call Minnesota CLE at 651-227-8266 or 800-759-8840 or visit us online at www.minncle.org.

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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CHECK OUT OUR ROOM RATES AT NEARBY HOTELS!
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FREE WEBCASTS
DATES AND TIMES TBD

• Tips I Have Learned in More Than 20 Years of Litigating Non-Compete and Restrictive Covenant Cases
• Emerging Issues in Pay Equity
• Military and Veterans – Hiring and Retention
• Top 7 Reasons Employers Get Sued
• Working with LGBTQ+ Employees: A Legal Update and Discussion of Best Practices
• The New Federal Tax Law: Changes to Benefits, Compensation and Employment Settlements
• Workplace Legal Rights for Immigrant Workers

FREE!
Attendees of the 2018 Employment Law Institute may view 2 of the 7 webcasts listed here for free!
Instructions on how to register for free will be distributed at the Institute.

NEW LAWYER DISCOUNT!
☐ I was first admitted to the bar after May 21, 2015, and have deducted $60 from the registration fee marked above.

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You can still get the 2018 Employment Law Handbook!
The hardcopy is available for $195 (plus tax and handling). Call 651-227-8266 or 800-759-8840 to place your order. Orders will be filled after the Institute. The online version is available for $185 (plus tax) and may be purchased at www.minncle.org after June 11. Sexual Harassment book, Legal QuickSheets, and Summary Guides sold separately.

PAYMENT:
☐ Enclosed is a check payable to Minnesota CLE for $_________.

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