The 2020 Upper Midwest

EMPLOYMENT LAW INSTITUTE

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

RESCHEDULED FOR
Tuesday & Wednesday
September 15 & 16, 2020
Saint Paul RiverCentre

The Nation’s Best Employment Law Conference

- Fully Updating You on Everything New That Impacts Your Work
- Helping You Get Better Results – That’s the Institute’s Focus!
- Making Your Work Easier with Practical Tips, Strategies and Helpful Practice Resources
Comprehensive, Up-to-the-Minute Education – Filled with Practical Takeaways to Get You Better Results

Take Part in 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 on-point annual program line-ups, educating thousands of employment lawyers and human resources professionals from Minnesota and across the Upper Midwest.

Nearly 100 Sessions – All With Practical Takeaways to Get You Better Results

With nearly 100 breakout session choices – covering a wide array of topics and expertly designed for various audience segments – you can choose two days’ worth of high-quality programs relevant to your work, your interests, and your experience level. You’ll create a conference schedule that gets you the practical advice, tips and best practices you need.

EEOC Associate Legal Counsel, Carol Miaskoff, and USDOL Wage-Hour Division Administrator, Cheryl Stanton, Headline This Year’s Faculty!

The Institute is honored to welcome EEOC Associate Legal Counsel, Carol Miaskoff, and USDOL Wage and Hour Division Administrator, Cheryl Stanton, to deliver featured presentations at the 2020 Upper Midwest Employment Law Institute!

Our team of more than 125 Institute faculty, along with the planning team, work hard distilling information – on new cases and rules, business trends, frequently asked client questions, litigation challenges, and more – and applying it to the real-world issues you and your clients face. And it’s all designed to make your work better and easier!

It’s the Best Way to Get Up-To-Date on All New Laws, Cases and Practice Developments

The Institute features plenary and breakout sessions that provide updates in all areas of employment law. You’ll get the updated information and insights you need to make sure your work back at the office is current and well-informed.

These update sessions are accompanied by helpful materials – increasing the value of the conference even after it is over. New EEOC developments, the FMLA, wage and hour, retaliation and whistleblower, age, Washington D.C. policy and regulatory directions, state and local law trends, sexual harassment cases after #MeToo, and the NLRB are all the focus of update sessions this year.
Useful, Extensive Written Materials – Including a New Edition of The ADA Handbook for Every Attendee!

The written materials for the Institute will be posted online before the conference – for your use and to help you make your breakout session choices. At the Institute, you’ll receive a book containing all the plenary materials in hard copy, and you’ll pick up a hard copy of the breakout materials as you enter each breakout session. Plus, you’ll have online access to all the Institute materials, including all the breakout sessions, after the conference.

You’ll also receive the completely updated, new edition of The ADA Handbook – a resource you’re sure to keep handy for frequent reference following the Institute!

A Fun Conference Setting – Great for In-Person Connections and Re-Energizing, Too!

At the Institute, you’ll enjoy the energy, the learning, the amenities, and spending time with colleagues and friends. You’ll be part of a first-class educational event – learning loads of new information, meeting new people, re-connecting with friends and colleagues, and having fun in the process. You’ll be part of the biggest and best employment law conference in the country!

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

Be sure to identify yourself with the Minnesota CLE Employment Law Institute to get the best rate, and make your reservations by April 15, 2020 to ensure room/rate availability.

- Hampton Inn & Suites Downtown St. Paul – $149 → $139
  200 West Seventh Street; 651-224-7400
- Holiday Inn St. Paul Downtown – $142
  175 West Seventh Street; 651-225-1515
- The Saint Paul Hotel – $169
  350 Market Street; 651-292-9292
Here Are Just Some of the Benefits of Attending This Year’s Institute

1. A Tremendously Fun (and Educational) 2-Day Event

2. High-Quality, Comprehensive Education on All Employment Law Developments
   The Institute is, hands down, the most effective way to keep up on all the important new developments.

3. Nearly 100 Great Sessions
   Dozens of valuable new topics are integrated into helpful tracks for advisors, in-house counsel and litigators. Plus, highly rated past sessions on recurring bothersome issues will be back – updated, of course, to include new developments and practice tips.

4. A Great Publication on ADA Practices – Newly Updated in 2020

5. More Than 1300 Pages of Terrific Written Materials – And in Electronic Form for Easy Searching

6. Helpful New and Newly Updated Legal QuickSheets™ on:
   - A Step-by-Step Guide for Conducting the Termination Process
   - Minnesota Drug and Alcohol Testing in the Workplace
   - Artificial Intelligence in the Workplace
   - Wage Theft Laws – Requirements and Implementation
   - Marijuana: The Law and Practice Tips

7. Ethics and Elimination-of-Bias Sessions
   Opportunities to help you fulfill your special credit requirements.

8. An Exceptionally Talented Faculty
   And they are more than willing to take your questions in the sessions or in the hallways.

9. Opportunities to Connect with Experts, Friends and Colleagues
   This is your chance to spend two days with faculty, friends and more than 1,300 colleagues in the employment law field.

10. Reception, Lunches, Prize Drawings and Other Amenities
    Two days of great education in a fun conference atmosphere.

11. 2 Free Post-Institute Webcasts
    Choose from 8 webcast options.

And Much More!

The Newly Updated ADA Handbook

The ADA Handbook: Employment Practices Under Title I of the Americans with Disabilities Act (2nd ed.)
Edited by Rebecca J. Bernhard, Tina Burnside & Steven Andrew Smith

CHAPTER 1
Overview of the Americans with Disabilities Act
Craig A. Brandt

CHAPTER 2
ADA Coverage Issues
Megan L. Anderson

CHAPTER 3
Anti-Discrimination, Anti-Retaliation, and Anti-Harassment Provisions Under Disability Law
Justin D. Cummins

CHAPTER 4
Reasonable Accommodation: An Overview of the ADA Requirements and the Interactive Process
Anne M. Radolinski & Jade B. Jorgenson

CHAPTER 5
Leave and Reassignment as Reasonable Accommodations
Kristin Berger Parker

CHAPTER 6
Disability-Related Inquiries and Medical Examinations
Jana M. O’Leary Sullivan & Hannah G. Felix

CHAPTER 7
Mental Health Conditions and Chemical Dependency
R. Ann Huntrods, Danielle W. Fitzsimmons & Erin S. Conlin

CHAPTER 8
Interplay with Other Laws and with Company Policies
Penelope J. Phillips & Zachary A. Alter

CHAPTER 9
Enforcement
Sarah B. Riskin & Andrew Peterson

CHAPTER 10
Plaintiff Side: Tips and Strategies for Litigation
Adrianna H. Shannon

CHAPTER 11
Defense Side: Tips and Strategies for Litigation
V. John Ella
Choose 2 of 8 Webcasts to View for Free

1. Drafting and Updating Your Paid and Unpaid Leave Policies – In an Era of Overlapping Laws Governing Leave, Including the FMLA, ADA, and State and Local Laws
   Grant T. Collins & Penelope J. Phillips
   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. Conducting Financial and Criminal Background Checks – Applicant Rights and Employer Best Practices
   E. Michelle Drake
   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

   David J. Goldstein
   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. Reasonable Accommodation or Undue Hardship?
   Michael J. Moberg & Laurie A. Vasichek
   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. Cybersecurity Tips for You, Your Law Firm or Your Company – Ways to Guard Against Theft, Hacking, Phishing, Ransomware and More!
   Mark Lanterman
   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

6. Authorization to Work and Business Immigration 101 – Answers to 11 Common Questions from Employment Lawyers and HR
   Mariela R. Benitez & Piyumi M. Samaratunga
   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. Where Employment Law and Benefits Law Meet – Answers to Common Questions Stemming from Leaves, Termination of Employees with Disabilities, and Employment Agreements
   Melissa Muro LaMere & Bob Seng
   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

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

THANKS TO OUR CO-SPONSORS:

WE ALSO THANK THESE CONTRIBUTORS:
### ADVISORS AND IN-HOUSE COUNSEL UPDATES

#### PUBLIC SECTOR IN-HOUSE COUNSEL LITIGATION

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<th>Time</th>
<th>Session Title</th>
<th>Speaker(s)</th>
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<tbody>
<tr>
<td>7:00 – 8:00 a.m.</td>
<td><strong>CHECK-IN &amp; CONTINENTAL BREAKFAST</strong></td>
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<td>8:00 – 8:10 a.m.</td>
<td><strong>WELCOME &amp; INTRODUCTION</strong></td>
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<tr>
<td>8:10 – 9:50 A.M.</td>
<td><strong>MAIN PLENARY</strong></td>
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<tr>
<td></td>
<td><strong>State and Local Employment Law Update – Important Trends for 2020 and Beyond</strong></td>
<td>Mary B. Thomas</td>
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<td>Cities and states throughout the country are moving full steam ahead in the employment law space. Hear about the latest in these trends affecting employees and employers.</td>
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<td>The Trump Labor Board has had a busy 12 months with many new decisions and proposed rules on workplace conduct and email policies, union elections, joint employer liability and much more.</td>
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<td><strong>2020 EEOC Update – From the EEOC’s Associate Legal Counsel</strong></td>
<td>Carol R. Miaskoff</td>
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<td>EEOC Associate Legal Counsel, Carol R. Miaskoff, brings her unique insights to this review of important policy and enforcement actions at the agency.</td>
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<td><strong>8:10 – 9:50 A.M.</strong> <strong>ALTERNATE PLENARY</strong></td>
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<tr>
<td></td>
<td><strong>Leave Law Case Studies – Including Chronic Absenteeism, Intermittent Leave and More!</strong></td>
<td>Penelope J. Phillips</td>
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<td></td>
<td>Using case studies, experienced employment attorney Penny Phillips will examine best practices when employees need leave for family and medical reasons. How does an employer handle issues of chronic absenteeism, random absenteeism, and other difficult circumstances while complying with the ADA and FMLA? What are the employer’s legal rights, what are the employee’s legal rights, and how do various difficult situations play out? What are mistakes made by employers in these leave request scenarios – and how do you help your client avoid them? Get practical guidance on how best to navigate the sometimes murky waters of the ADA and FMLA.</td>
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</tr>
<tr>
<td>9:50 – 10:15 a.m.</td>
<td><strong>NETWORKING BREAK</strong></td>
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<tr>
<td>10:15 – 11:15 A.M.</td>
<td>BREAKOUT SESSION A</td>
<td></td>
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<tr>
<td>11:30 A.M. – 12:30 P.M.</td>
<td>BREAKOUT SESSION B</td>
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<tr>
<td>Session</td>
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</table>
| 201 | Repeated at #801  
Hiring 101 – Posting Positions, Recruiting and Screening Job Applicants, Interviewing Candidates, and Making and Communicating Hiring Decisions  
Julia Ketcham Corbett |
| 202 | Repeated at #804  
Managing Intermittent Leave and 7 More Thorny Attendance and Scheduling Issues  
Grant T. Collins |
| 203 | How to Structure and Execute Your Investigative Interview of the Respondent (Alleged Wrongdoer)  
Fran A. Sepler |
| 204 | Repeated at #803  
Answers to 20 of the Biggest Employment Law Questions Facing Employers in 2020  
Mark J. Mkonich |
| 205 | Repeated at #704  
California Keeps Calling: Practical Tips for Compliance with California’s Complex and Unique Employment Laws – Including New Laws!  
Daniel G. Prokott |
| 206 | Artificial Intelligence and the Future of Your Workforce – Benefits and Legal Risks  
Gulzar Babaeva & Mandana Massoumi |
| 207 | New Wage and Hour Cases and Trends in 2020  
Michele R. Fisher & Joseph K. Mulherin |
Judge Joan N. Ericksen & Judge Susan Richard Nelson  
Patrick R. Martin (moderator) |
| 209 | Repeated at #799  
Demos Based on Real-Life Cases – Strategies for Effective Use of Computer Forensics in Employment Investigations and Litigation  
Pamela J. Abbate-Dattilo & Christine J. Chalstrom |
Jana O'Leary Sullivan |
| 301 | Sick and Safe Time – Minneapolis, St. Paul, Duluth  
Leonard B. Segal |
| 302 | Repeat of #002  
Chronic Depression and Other Mental Health Conditions in the Workplace – What's an Employer To Do?  
Danielle W. Fitzsimmons & R. Ann Huntrud |
| 303 | Repeat of #005  
Keeping the Faith: Real Solutions to Religious Accommodation  
Shirley O. Lerner |
| 304 | Addressing Troublesome Behaviors That Harm the Workplace Environment  
Penelope J. Phillips |
| 305 | Repeat of #604  
Enforceable Non-Competes Here and Afar – Concrete Guidance in Light of New Laws  
Kate M. Connolly & Joel O’Malley |
| 306 | Effecting Cultural Change Within an Organization: Strategies, Practice Tips, and Common Principles  
Kathryn M. Engdahl, Ann Jenrette-Thomas & Sarah Lynn Oquist  
Sheila A. Engelmeier (moderator) |
| 307 | 8th Circuit and Federal District Court Update  
Cynthia A. Bremer & Justin D. Cummings |
| 308 | Plaintiff Attorney Perspectives on New and Recurring Evidence Issues – Causation, “Me Too,” Implicit Bias, and Social Media Communications  
Amy E. Boyle & Joshua R. Williams  
Lawrence P. Schaefer (moderator) |
| 309 | Repeated at #906  
1.0 elimination of bias credit applied for  
1.0 ADR credit applied for  
Elimination of Bias: Mediating with LGBT Parties  
Celeste E. Culberth & Martin B. Ho |
| 310 | Veterans and Public Employment  
Matthew M. Moyer & Martin D. Munic  
Patricia V. Beery (moderator) |
### Morning 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

**2020 Minnesota Update**  
New legislation, regulations and case law, plus the latest on local ordinances.  
Shalanda D. Ballard

**2020 USDOL Wage and Hour Division Update – From the Wage and Hour Division Administrator**  
Learn about new developments from the past 12 months out of the USDOL Wage and Hour Division – and what’s soon to come – including new rules, policy directions, and enforcement priorities.  
Cheryl M. Stanton

**Title VII Update – All the Important Cases and Their Impact**  
Steven Andrew Smith

#### 8:10 – 9:50 A.M.  
ALTERNATE PLENARY

**How to Discipline and Discharge Without Disaster**  
Winding your way through discipline and discharge issues is never easy. What better way to learn how to avoid problems and pitfalls than to have experienced employment counsel, who have seen these issues play out in the workplace and the courtroom, walk through case studies. You’ll leave better able to spot issues, work through challenges, and avoid lurking disaster.  
M. William O’Brien  
Melissa Raphan

9:50 – 10:15 a.m.  
NETWORKING BREAK

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### Conference Schedule

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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</table>
| 10:15 – 11:15 A.M. | BREAKOUT SESSION F  
| 11:30 A.M. – 12:30 P.M. | BREAKOUT SESSION G  

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### Fundamentals

<table>
<thead>
<tr>
<th>Code</th>
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<tbody>
<tr>
<td>501</td>
<td>9 Fundamental Principles of Wage and Hour Law</td>
<td>Gina K. Janeiro</td>
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<td>601</td>
<td>The Termination Meeting – A Step-by-Step Guide</td>
<td>Sheila A. Engelmeier</td>
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<td>Penelope J. Phillips</td>
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<td>Brian T. Benkstein</td>
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<td>Sexual Harassment Policies and Complaint Procedures – Best Practices</td>
<td>Judith Bevis Langevin</td>
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<td>Risk Mitigation Through Wage-Hour Audits – Practical Tips and Tools for Preventing, Detecting and Correcting Issues</td>
<td>Ji Hae C. Kim, Nikki A. Odorn &amp; Amy C. Taber Ryan E. Mick (moderator)</td>
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<td>Comparators in Contrast: Who Is a Comparator and Who Isn’t?</td>
<td>Jenny Gassman-Pines &amp; Nicholas G.B. May</td>
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<td>The Art of Successful Dispositive Motion Practice in Employment Law Cases</td>
<td>Barbara J. D’Aquila &amp; Lawrence P Schaefer</td>
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<td>“Due” and “Don’t” Process – Test Your Knowledge on Public Sector Discipline, Termination and Layoffs</td>
<td>David M. Aron &amp; Cally Kjellberg-Nelson</td>
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### Litigation

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### September 16, 2020

- **8:00 – 8:10 a.m.** Welcome & Introduction
- **8:10 – 9:50 a.m.** Main Plenary
  - 2020 Minnesota Update
  - 2020 USDOL Wage and Hour Division Update – From the Wage and Hour Division Administrator
  - Title VII Update – All the Important Cases and Their Impact
- **9:50 – 10:15 a.m.** Networking Break
- **10:15 – 11:15 a.m.** Breakout Session F
- **11:30 A.M. – 12:30 P.M.** Breakout Session G

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### Day 2

- **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
  - 2020 Minnesota Update
  - 2020 USDOL Wage and Hour Division Update – From the Wage and Hour Division Administrator
  - Title VII Update – All the Important Cases and Their Impact
- **9:50 – 10:15 a.m.** Networking Break
- **10:15 – 11:15 a.m.** Breakout Session F
- **11:30 A.M. – 12:30 P.M.** Breakout Session G

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### Conference Details

- **Location:** [Conference Location]
- **Contact:** [Conference Contact Information]
- **Website:** [Conference Website]
- **Social Media:** [Conference Social Media Handles]

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### Attendance

- **Ethics Credit:** 1.0 ethics credit applied for
- **ADR Credit:** 1.0 ADR credit applied for

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### Mediation Ethics: Caucus Conundrums

- **Speaker:** Leslie Sinner McEvoy & Linda Mealey-Lohmann
- **Credit:** 1.0 ethics credit applied for

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### Due and Don’t Process – Test Your Knowledge on Public Sector Discipline, Termination and Layoffs

- **Speaker:** David M. Aron & Cally Kjellberg-Nelson
- **Credit:** 1.0 ethics credit applied for

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### Other sessions

- **Epic Maneuvers: Litigation and Legislative Tactics in the World of Class Action Waivers**
  - **Speaker:** Reena I. Desai, Moira Heiges-Goepfert & Joseph G. Schmitt
  - **Credit:** 1.0 ethics credit applied for
- **Succession Planning – Navigating Complex Legal Issues Surrounding a Critical Organizational Need**
  - **Speaker:** Deonne W. Blake, Jan E. Bruder & Ann M. Clowser
  - **Credit:** 1.0 ethics credit applied for
- **Comparators in Contrast: Who Is a Comparator and Who Isn’t?**
  - **Speaker:** Jenny Gassman-Pines & Nicholas G.B. May
- **The Art of Successful Dispositive Motion Practice in Employment Law Cases**
  - **Speaker:** Barbara J. D’Aquila & Lawrence P Schaefer
  - **Credit:** 1.0 ethics credit applied for
- **The Termination Meeting – A Step-by-Step Guide**
  - **Speaker:** Sheila A. Engelmeier
- **Service and Companion Animals in the Workplace – Employer and Employee Issues and Conundrums**
  - **Speakers:** Laurel J. Pugh & Robin Ann Williams
- **Real-World Scenarios and Real-World Solutions – Where the ADA Intersects with Workers’ Comp, the FMLA, Other Laws and Company Policies**
  - **Speaker:** Penelope J. Phillips
- **Employees with Cancer – Finding Compliant, Effective Solutions to the Workplace Challenges Employees with Cancer Often Face**
  - **Speakers:** Matthew S. Nolan, Joni M. Thome & Lindy T. Yokanovich
- **Sexual Harassment Policies and Complaint Procedures – Best Practices**
  - **Speaker:** Judith Bevis Langevin
- **Enforceable Non-Competes Here and Afar – Concrete Guidance in Light of New Laws**
  - **Speakers:** Katie M. Connolly & Joel O’Malley
### Breakout Session H (1:30 – 2:30 P.M.)

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<td>701</td>
<td>Handbook Fundamentals 2020 – Preparing an Employee Handbook in a New Decade</td>
<td>Jessica L. Roe</td>
</tr>
<tr>
<td>702</td>
<td>When Work Isn't Working – Using Leave and Reassignment Effectively to Accommodate Disabilities</td>
<td>Heather C. Fokken &amp; Kristin Berger Parker</td>
</tr>
<tr>
<td>703</td>
<td>Eliminating Implicit Bias from Investigations and Disciplinary Decision-Making</td>
<td>Mary M. O'Brien &amp; Maya A. Salah</td>
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<td>California Keeps Calling: Practical Tips for Compliance with California's Complex and Unique Employment Laws – Including New Laws!</td>
<td>Daniel G. Prokott</td>
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<tr>
<td>705</td>
<td>New NLRB Decisions and Guidance Impacting Both Union and Non-Union Workplaces – In Depth</td>
<td>Timothy J. Louris &amp; Aaron Tharpe, Paul J. Zech (moderator)</td>
</tr>
<tr>
<td>706</td>
<td>Handling Challenges in Recognizing, Remediating and Litigating Pay Equity Issues</td>
<td>Susan E. Ellingstad</td>
</tr>
<tr>
<td>707</td>
<td>The Top 15 Retaliation and Whistleblower Cases of 2019-20</td>
<td>Neil S. Goldsmith &amp; Nicholas G.B. May</td>
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<tr>
<td>708</td>
<td>Wheel of Fortune 2.0! How to Value Your Employment Case</td>
<td>Clayton D. Halum &amp; Gregory J. Stemmeoe</td>
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<tr>
<td>710</td>
<td>Public Sector Arbitrator Panel – 3 More Hot Topics Including Anticipated Legal Challenges to Arbitration of Public Sector Discipline Cases</td>
<td>Jeffrey W. Jacobs &amp; Carol Berg O'Toole, Gregg M. Carvin &amp; Frank J. Maddjen (moderators)</td>
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### Breakout Session I (2:45 – 3:45 P.M.)

<table>
<thead>
<tr>
<th>Session</th>
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<tr>
<td>801</td>
<td>Hiring 101 – Posting Positions, Recruiting and Screening Job Applicants, Interviewing Candidates, and Making and Communicating Hiring Decisions</td>
<td>Julia Ketcham Corbett</td>
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<td>802</td>
<td>The Bully – A Workplace Investigator's Insights</td>
<td>Fran A. Sepler</td>
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<td>803</td>
<td>Answers to 20 of the Biggest Employment Law Questions Facing Employers in 2020</td>
<td>Marko J. Mrkonich</td>
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<td>804</td>
<td>Managing Intermittent Leave and 7 More Thorny Attendance and Scheduling Issues</td>
<td>Grant T. Collins</td>
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<td>805</td>
<td>Open Forum on Workplace Training Best Practices</td>
<td>Aisia Y. Davis &amp; Jessica L. Roe</td>
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<td>806</td>
<td>Top Ethical Pitfalls for In-House Employment Counsel</td>
<td>Megan J. Kelley, Nikki A. Odom &amp; Miguel Alexander Pozo</td>
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<td>807</td>
<td>Sex Harassment After #MeToo – The Newest Developments and How They Impact Advisors, Litigators and In-House Counsel</td>
<td>Howard L. Bletter &amp; Judith Bevis Langevin</td>
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<td>809</td>
<td>The Art of Successful Dispositive Motion Practice in Employment Law Cases</td>
<td>Barbara J. O’Aquila &amp; Lawrence P Schaefer</td>
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<td>810</td>
<td>What Public Sector Employment Attorneys and HR Professionals Need to Know About Data Practices</td>
<td>Shelley Carthen Watson</td>
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### Breakout Session J (4:00 – 5:00 P.M.)

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<th>Session</th>
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<td>901</td>
<td>The Termination Meeting – A Step-by-Step Guide</td>
<td>Sheila A. Engelmeyer</td>
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<td>902</td>
<td>When Work Isn’t Working – Using Leave and Reassignment Effectively to Accommodate Disabilities</td>
<td>Heather C. Fokken &amp; Kristin Berger Parker</td>
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<td>903</td>
<td>Open Forum on Wage Theft Laws and Implementation of New Requirements</td>
<td>Daniel G. Prokott &amp; Leonard B. Segal</td>
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<td>904</td>
<td>Reductions in Force – Planning and Executing a RIF While Avoiding Legal/HR Mistakes</td>
<td>Joseph G. Schmitt</td>
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<td>905</td>
<td>The Top 15 Retaliation and Whistleblower Cases of 2019-20</td>
<td>Neil S. Goldsmith &amp; Nicholas G.B. May</td>
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<td>907</td>
<td>Elimination of Bias: Mediating with LGBT Parties</td>
<td>Celeste E. Culberth &amp; Martin B. Ho</td>
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<td>908</td>
<td>What Public Sector Employment Attorneys and HR Professionals Need to Know About Data Practices</td>
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Sessions descriptions are available online at www.minncle.org.
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 has general credit approval with the states of 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.

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