

**24th Annual Employment Law Seminar
March 9, 2018**

Presented by



8:30 a.m. Registration and Continental Breakfast

9:00 a.m. Welcome and Opening Comments

9:05 a.m. Agony or Ecstasy? Labor & Employment Law In Year One Of The Trump Administration

The first year of the Trump Administration has proven to be an eventful one in labor law for Indiana employers. This session will provide an up-to-date summary of the recent developments in labor law in the first year of the Trump Administration, and provide practical tips on how Indiana businesses can adapt to satisfy them.

Stuart R. Buttrick, Partner

10:00 a.m. Little-Known Laws That Lead To Big Litigation

Class and collective action litigation today goes well beyond discrimination and federal overtime claims. We'll provide an update on what you need to know to avoid landing in a class or collective action involving employers' use of biometrics, requesting salary history, the Fair Credit Reporting Act, and Indiana's persnickety wage and hour laws.

Gregory P. Abrams, Partner, and Rozlyn Fulgoni-Britton, Associate

11:00 a.m. Break

11:15 a.m. What To Do When Social Media Impacts Your Workplace

Social media sites like Facebook, Twitter and LinkedIn, as well as other information-sharing sites and blogs, have forever changed the way people communicate. Some companies prohibit their employees from accessing the Internet and/or these social media sites during work hours. But what happens when an employee uses Facebook or a blog at home to post sexually harassing comments or explicit materials to a coworker? When an employee complains about her supervisor on her Facebook page, only to have co-workers join in? Or, when an employee blogs about his employer's practices, releasing confidential and proprietary business information? Employers need to recognize that their employees' personal use of these social networking websites – irrespective of whether the employer permits personal use of these websites at work – is rife with potential employment issues and other legal exposure, such as potential claims of employee harassment, unfair labor practices and unauthorized disclosure of statutorily-protected information about the company, its customers and employees. This session will address how employers can avoid exposure arising from such risks. *Brian R. Garrison, Partner, and Carita Austin, Associate*

12:00 p.m.

Lunch (provided)

1:00 p.m.

Best Practices for Effective Investigations of Employee Complaints

This session will provide guidance on investigating employee complaints of discrimination, harassment and other wrongful conduct, focusing on:

- Receiving the complaint;
- Planning the investigation;
- Effective investigative interviewing;
- Documenting the investigation; and
- Concluding the investigation and taking appropriate action.

David A. Given, Partner

2:00 p.m. Staying On Top Of Your Game: Employment Law Update

This session will provide an overview of key employment law developments and a practical discussion of implications they will have for your employment practices. By reviewing recent, important, and interesting or unusual legal developments and court decisions, attendees will learn what they need to know to manage human resource risks and avoid others' mistakes.

Craig M. Borowski, Partner

3:00 p.m. Break

3:15 p.m. Buckle Up for Managing with 4% Unemployment

With unemployment nearing its lowest point in fifty years, most employers are finding it harder to recruit. Beyond that, low unemployment is changing the dynamic between employers and their existing employees. This session will explore strategies for structuring wage, benefit, and employment policies to best prepare for a possible labor shortage. *Ryan J. Funk, Associate*

3:45 pm Immigration in the Trump Era: The New Normal?

Immigration has been a hot topic during the first year of the Trump Administration. The President's desire to restrict both legal and illegal immigration is impacting employers and workers in Indiana and across the country. Hundreds of thousands of young workers may lose their jobs due to DACA revocation. Travel bans and extreme vetting complicate international movement. More stringent review of visa petitions causes uncertainty for employers seeking to hire and keep key employees. Proposals to eliminate employment authorization for spouses and recent graduates in key STEM fields would reduce employer access to qualified professionals. In this session, we will review what has happened during the first year of the Trump Administration and consider what might happen in the second year. *Thomas A. Jensen, Partner*

4:30 p.m. Adjourn