

**HR**



# 2019 HR Seminar

Legal Updates & Best Practices

**You have questions.  
We have answers.**

**May 7, 2019**

Amway Grand Plaza Hotel, Grand Rapids



Warner Norcross + Judd

# 2019 HR Seminar

## Legal Updates & Best Practices

New laws, policies and litigation are changing the regulatory landscape that governs how human resource professionals manage employee benefits and labor and employment issues. Join Warner attorneys for a one-day seminar that will provide updates on regulatory changes and many tools needed to manage a wide array of issues, including: health and welfare benefits; deferred compensation solutions; total wellness programs; retirement and benefit plan communications; recreational marijuana and drugs; workforce strategies; discrimination, harassment and retaliation issues; AI and other technology and leave issues.

The day will feature a program-free lunch: no videos, presentations or interruptions — just a chance to network with colleagues and discuss best practices.

### Topics/Sessions:

- Employee Benefits Update ..... pg 4
- Health and Welfare Benefits During Leaves and Layoffs ..... pg 4
- Crafting Deferred Compensation Solutions ..... pg 4
- Total Wellness Programs: Win-Win for the Employer and Employee ..... pg 4
- Retirement Plan Communications ..... pg 5
- Legislative and Case Law Update ..... pg 6
- Recreational Marijuana and Drugs in the Workplace ..... pg 6
- Rethinking Your Workforce Strategies from Recruitment to Retirement ..... pg 6
- Discrimination, Harassment and Retaliation Issues ..... pg 6
- AI, Technology, Employment and the Law ..... pg 7
- Leave Issues ..... pg 7



May 7 at the Amway Grand Plaza Hotel

Register online at [WNJ.com/2019\\_HR\\_Seminar](http://WNJ.com/2019_HR_Seminar)

### Continuing Education Credits

This program is pending approval from the HR Certification Institute® (HRCI®) for 6.45 HR (general) recertification credit hours toward a PHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™.

This program qualifies for SHRM Professional Development Credits (PDCs) which relate to the SHRM Body of Competency and Knowledge™ (SHRM BoCK™).



### Pricing

	WNJ Client	Non-Client
Full-Day Program	\$ 145	\$ 195
Half-Day Program	\$ 90	\$ 140

Multi-Attendee Discount: If three or more people from the same organization attend, they will receive a 15 percent registration discount. Be sure to enter "wnj-hr-2019" as the promotional code to receive the discount.

Parking, lunch and materials are included with every registration. Program materials are provided online in advance of the seminar.

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## Morning General Session / 8:00-9:30 AM

### Employee Benefits Update

In this general session, we'll review the most important changes in law affecting your employee benefit plans, including: recent IRS, DOL and litigation activity involving benefit plans; changes in hardship distributions; student loan payback benefits; and new health and welfare plan regulations and guidance.



Norbert Kugele



Justin Stemple

**9:45-10:45 AM** (two concurrent sessions to choose from)

### EB-1A: Health and Welfare Benefits During Leaves and Layoffs

Employers are often confused about rules surrounding continuation of benefits during leaves and layoff periods, including the terms under which benefits should continue and when benefits should terminate. The decisions employers make in these circumstances can also have unintended consequences regarding COBRA continuation coverage. In this session, we will work through a number of scenarios and the options employers have in those situations.



Norbert Kugele



Stephanie Grant

### EB-1B: Crafting Deferred Compensation Solutions

In designing deferred compensation programs, there is a lot to sort through – acronyms, industry jargon, tax code references and complicated rules. This session will provide a legal overview of the different types of deferred compensation you can offer - from annual bonuses and short-term incentive plans to long-term qualified and non-qualified retirement plans – for executives or your workforce as a whole. It will also discuss how you can combine these programs and trends we are seeing in design.



Heidi Lyon

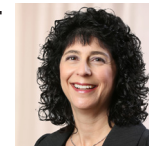


Jennifer Watkins

**11:00-12 noon** (two concurrent sessions to choose from)

### EB-2A: Total Wellness Programs: Win-Win for the Employer and Employee

Wellness programs have been a key part of employee benefit programs for years and have traditionally focused on health wellness. Multiple surveys indicate, however, that financial stress and anxiety also lead to distracted workers, increased absences and even health issues. As a result, employers are expanding their wellness



Lisa Zimmer



Stephanie Grant



offerings to include both health and financial wellness. These total wellness programs offer a more comprehensive, holistic approach that supports the whole employee. We will cover health wellness programs, such as health screening, on-site medical, incentive programs, and exercise programs, as well as financial wellness programs that include financial planning, budgeting, getting out of debt, college savings, college loan assistance, plus retirement planning. We will be looking at ways employers can improve overall employee well-being to encourage better productivity and attendance.

### **EB-2B: Retirement Plan Communications**

We will cover the surprising complexity of communications with participants and beneficiaries, including:

- What communications am I required by law to provide automatically?
- What must I provide upon request?
- What can I provide at my discretion?
- What methods of communication are acceptable?
- What are the consequences of communication failures?
- How do I prevent failures—best practices?



Mary Jo Larson

### **Networking Lunch / 12 noon-12:45 PM**

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## Afternoon General Session / 12:45-1:45 PM

### Legislative and Case Law Update

Join us for a review of recent significant legislative and regulatory developments and court decisions affecting the workplace. We'll discuss what these things mean for your organization and what you need to do to stay in compliance with the law.



Rob Dubault



C. Ryan Grondzik

### 2:00-2:45 PM (two concurrent sessions to choose from)

#### L-1A: Recreational Marijuana and Drugs in the Workplace

What does the new recreational marijuana law mean for employers in Michigan? In this session, we will explore how both the medical marijuana and recreational marijuana laws may impact your employment practices. We will also discuss how medical marijuana and recreational marijuana laws are being interpreted by the courts.



Karen VanderWerff



Kaitlin Sheets

#### L-1B: Rethinking Your Workforce Strategies from Recruitment to Retention

Struggling to meet your workforce needs due to low unemployment? We will suggest potential changes to your recruiting, hiring, on-boarding and retention strategies and how to implement them lawfully.



Mike Wooley



Allyson Terpsma

### 3:00-3:45 PM (two concurrent sessions to choose from)

#### L-2A: Discrimination, Harassment and Retaliation Issues

#MeToo and sexual orientation issues have swept the nation over the past few years, but when it comes to harassment and discrimination, it is not just about sex! In this session we will explore recent developments and trends in the law involving employment discrimination and harassment. We will also discuss the business case for compliance and how to motivate and encourage your workforce to limit these risks.



Jon Kok



Kelsey Dame



## **L-2B: AI, Technology, Employment and the Law**

Artificial intelligence, personality assessments, big data, employee biometric tools and robotics:

these are having a dramatic impact on the workforce and the impact will continue at a furious pace. Examples include the use of artificial intelligence to identify and screen job applicants, use of employee biometric data for timekeeping and access purposes and the use of technology to stay connected to employees on a 24/7 basis. This session will explore these trends, how they impact the workplace, and the related legal issues.



Lou Rabaut



Kelly Hollingsworth



DeAndre' Harris

maintaining proper certification and other paper work, in addition to learning how the FMLA and ADA interact for leave requests; and now how the PMLA will work with the FMLA, as well. We will present real-life examples to help figure out how best to navigate these complex and often baffling laws.

## **Afternoon General Session / 4:00-4:45 PM**

### **Leave Issues**

Every time you think you've got it all figured out, something proves you wrong. And, every time we think we have this FMLA/ADA thing down, we learn something new. We are inundated with



Amanda Fielder



Steve Palazzolo

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## Seminar Materials

To support our firm's sustainability initiatives, we offer our seminar materials electronically. Materials will be emailed to you two days prior to the seminar. You may opt to print the materials to bring with you or you may access them from your computer. **You will not receive additional hard copies at the seminar.** Complimentary WiFi access will be available during the seminar to all attendees.

## Directions

The program will take place in the Ambassador Ballroom of the Amway Grand Plaza Hotel.

The hotel is located in downtown Grand Rapids on the corner of Monroe Avenue and Pearl Street at 187 Monroe Avenue, NW.

For a detailed map, visit [amwaygrand.com/contact/directions](http://amwaygrand.com/contact/directions).

Once in the hotel, go to the second level (Concourse Level) and follow the signs to the Ambassador Ballroom.

## Questions

If you have any questions about the program, please contact Lori Tuttle Measure at (616) 752.2492 or [ltuttlemeasure@wnj.com](mailto:ltuttlemeasure@wnj.com).

## Parking

Parking is available in the DeVos Place parking ramp, with entrances on Michigan Street and Lyon Street. You will receive a parking voucher at the seminar registration table. **This voucher is only valid for the DeVos Place parking ramp and does not apply to the hotel ramp or valet parking.**

## Accommodations

A limited number of rooms are available at the following location. **There are other large groups in town so please reserve your room as quickly as possible to ensure availability.**

Amway Grand Plaza  
187 Monroe Avenue NW  
Grand Rapids, MI 49503

Room rate: \$199

Please reserve your room online at [amwaygrand.com](http://amwaygrand.com).

***Must book no later than April 12 to receive the special rate.***





Bridge St. NW

Michigan St. NW

Parking Entrance

Parking vouchers are valid for DeVos Place parking only.



US 131

Grand River

DeVos Place

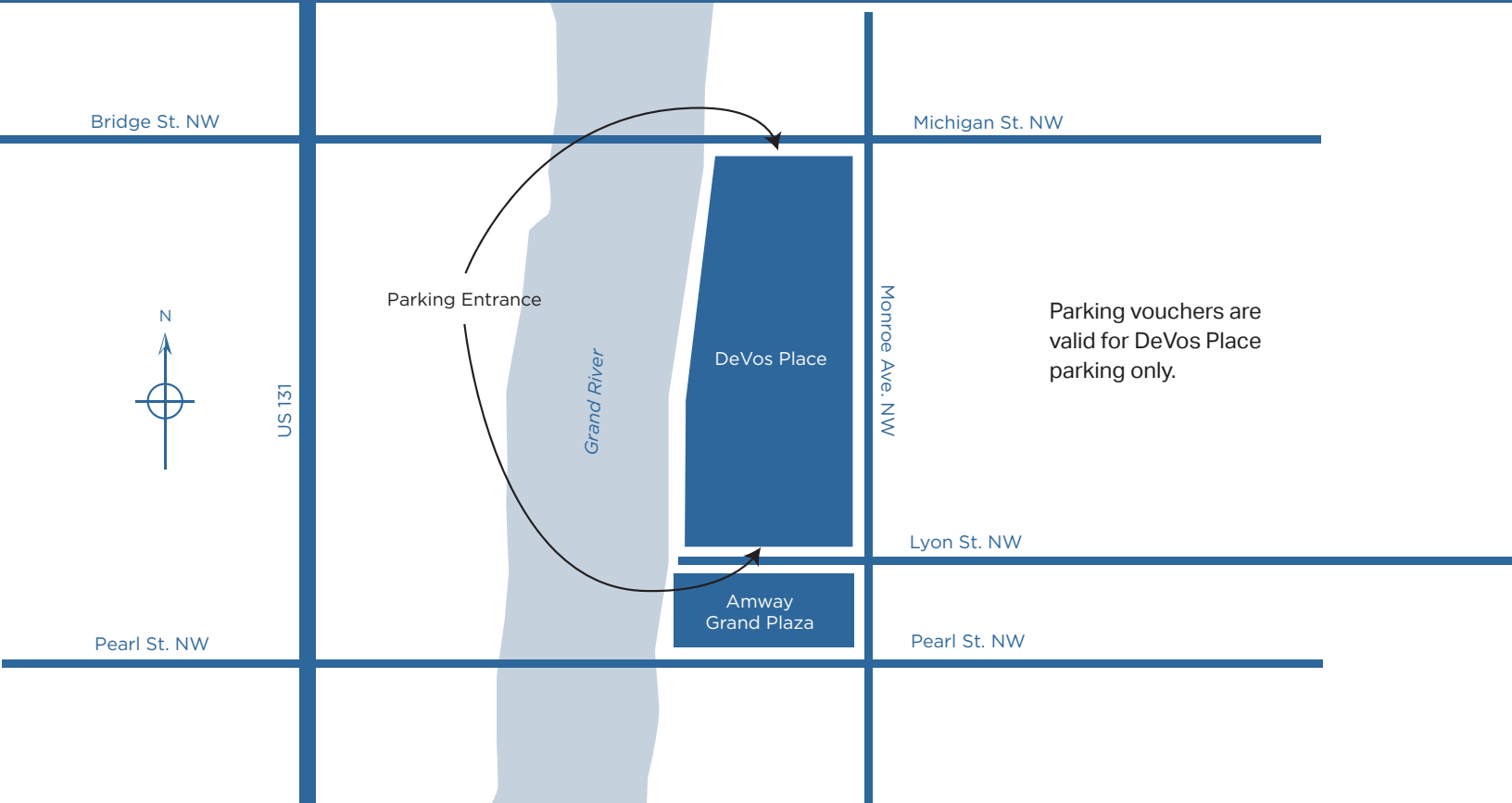
Monroe Ave. NW

Lyon St. NW

Pearl St. NW

Amway Grand Plaza

Pearl St. NW



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## Legal Update & Best Practices / May 7 / Amway Grand Plaza Hotel

EB Breakout Sessions	8:00 - 9:30am	General Session: Employee Benefits Update	
	9:45 - 10:45 am (please select one)	<input type="checkbox"/> Health and Welfare Benefits During Leaves and Layoffs (EB-1A)	<input type="checkbox"/> Crafting Deferred Compensation Solutions (EB-1B)
	11:00 - 12:00 noon (please select one)	<input type="checkbox"/> Total Wellness Programs: Win-Win for the Employer and the Employee (EB-2A)	<input type="checkbox"/> Retirement Plan Communications (EB-2B)
	12 noon - 12:45pm	Networking Lunch	<input type="checkbox"/> Yes <input type="checkbox"/> No
Labor Breakout Sessions	12:45 - 1:45pm	General Session: Legislative and Case Law Update	
	2:00 - 2:45pm (please select one)	<input type="checkbox"/> Recreational Marijuana and Drugs in the Workplace (L-1A)	<input type="checkbox"/> Rethinking Your Workforce Strategies from Recruitment to Retention (L-1B)
	3:00 - 3:45pm (please select one)	<input type="checkbox"/> Discrimination, Harassment and Retaliation Issues (L-2A)	<input type="checkbox"/> AI, Technology, Employment and the Law (L-2B)
	4:00 - 4:45pm	General Session: Leave Issues	



## Pricing

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Full-Day Program	<input type="checkbox"/> \$ 145	<input type="checkbox"/> \$ 195
Employee Benefits Program (morning only)	<input type="checkbox"/> \$ 90	<input type="checkbox"/> \$ 140
Labor & Employment Program (afternoon only)	<input type="checkbox"/> \$ 90	<input type="checkbox"/> \$ 140

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## Registration and Payment Options

First, Register Online at:

**[WNJ.com/2019\\_HR\\_Seminar](http://WNJ.com/2019_HR_Seminar)**

Next, Choose Your Payment Method:

- Electronic Payment/credit card via online registration
- Check — send checks payable to:

Warner Norcross + Judd LLP  
Attn: Lori Tuttle Measure  
900 Fifth Third Center  
111 Lyon Street NW  
Grand Rapids, MI 49503

## Cancellation Policy:

A full refund will be issued if cancellation is received by Tuesday, April 30, 2019.



**Warner Norcross + Judd**

**A BETTER PARTNERSHIP®**

By providing discerning and proactive legal counsel, we build a better partnership with clients.

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