

Labor & Benefits Executive Panel

September 30 **Kalamazoo**
October 5 **Traverse City**
October 7 **Midland**
October 26 **Troy**

REGISTER NOW:
<http://WNJ.com/2015HRExecutivePanel>
or 616.752.2326



Labor & Benefits Executive Panel

This event is not like most seminars. There will be no Powerpoints, just solid discussion of issues that help you attract and retain an excellent workforce while ensuring compliance with rapidly changing regulations.

Panelists include attorneys whose expertise is in counseling employers on policies, plans, compliance, audits and litigation.

8:00 am Registration and Continental Breakfast

8:35 am Welcome and Introductions

8:40 am Employee Benefits and Executive Compensation

- ☑ **Wellness Programs** - *Do your wellness programs meet HIPAA, ADA, GINA and FMLA requirements? Are your programs truly voluntary under the EEOC rules?*
- ☑ **Same-Sex and LGBT Benefits** - *What is the EEOC watching for from employers for health and retirement benefits?*
- ☑ **Affordable Care Act Compliance** - *What reports are due in January 2016? What issues are employers facing as they gear up to report for the first time?*
- ☑ **Governance Issues** - *Do you really need an administrative AND investment committee? Who needs to be on the committee(s)? What are the reporting requirements?*
- ☑ **Retirement Plans** - *How can you measure the success of a retirement plan? When does it need a tune up and when should it be overhauled?*

9:50 am Labor and Employment

- ☑ **FLSA Final Regulations** - *What's the time line for the new salary exempt rules? The DOL considers misclassification of employees as independent contractors as a "most serious problem." What should you do to ensure compliance?*
- ☑ **Same-Sex Marriage and LGBT Rights** - *What does the recent U.S. Supreme Court ruling on marriage and the EEOC's affirmation of Title VII protection for LGBT workers mean for employers? What do you need to do to accommodate transgendered employees?*
- ☑ **The New Landscape for Union Organizing** - *How can you best prepare for and respond to "ambush" organizing?*
- ☑ **Social Media** - *What rights do employers have in the face of social media assaults from their own employees? How should social media be used or not used in the recruiting process?*

11:00 am Combined/General Session

Handling Employee Concerns and Complaints for Win/Win Outcomes

- ☑ *When does a tricky issue move from "FYI" to requiring action?*
- ☑ *What must you NOT do when an employee shares a concern?*
- ☑ *"Just when you thought it couldn't get more complicated" case studies will be used as a basis for this panel.*

12:00 pm Networking Lunch

Registration

WNJ.com/2015HRExecutivePanel
or 616.752.2326 or
ssprague@wnj.com

Cost

This is a complimentary program for clients and invited guests of Warner Norcross & Judd LLP

Kalamazoo, Wed., Sept. 30

The Kalamazoo Institute of Arts
314 South Park Street
Kalamazoo, MI 49007

Traverse City, Mon., Oct. 5

The Hagerty Conference Center
Northwestern Michigan College
Great Lakes Campus
715 E. Front Street
Traverse City, MI 49686

Midland, Wed., Oct. 7

The H Hotel
111 West Main Street
Midland, MI 48640

Troy, Mon., Oct. 26

Troy Marriott
200 West Big Beaver Road
Troy, MI 48084

**Registration
Questions?**

**Contact Sharon
616.752.2326
ssprague@wnj.com**



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