




Employment Law Update 2014

Agenda

7:30 a.m.	Breakfast and Networking	
8:15 a.m.	Welcome and Introduction	
Morning General Session		
8:30 a.m.	Panel Discussion on New Developments in Federal and Colorado law This panel will discuss recent developments in federal and Colorado law, including Colorado’s Anti-discrimination law, restrictions on using credit reports, FMLA leave for civil union/domestic partners (CO) and same-sex spouses in states that recognize same-sex marriages, the U.S. Supreme Court’s heightened standard on retaliation, harassment liability, the EEOC’s new Religious Accommodation guidance, new policies targeted by NLRB, and separation agreements.	
10:00 a.m.	Break	
Morning Breakout Session		
	TRACK 1	TRACK 2
10:15 a.m.	Corporate Compliance and Whistleblower Actions Panelists will discuss recent high profile cases addressing Sarbanes Oxley, retaliation, and whistleblower claims. They will provide practical tips for employers to maintain an effective compliance program to avoid such claims.	10:15 a.m. Wage and Hour – Are Your Pay Practices Compliant? In this session, attendees will learn best practices to keep their pay practices compliant under the FLSA and state law, and how to avoid common wage and hour claims.
11:30 a.m.	Break	
11:45 a.m.	Lunch – Keynote Speaker – Ed Tate – Making Managers (& Others) Into Leaders	
	 Ed is known nationally and internationally for his energizing, educational, and entertaining speaking performances on effective leadership and management. Ed is the principal of Ed Tate & Associates, a professional development firm providing workshops and programs in leadership, executive presentation, challenges of change, and sales presentation. Among his many successes, Ed led a transition team to merge personnel at the <i>Denver Post</i> and its long-time rival, the <i>Rocky Mountain News</i> , a deal that involved more than 5,000 employees.	
1:00 p.m.	Break	

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Afternoon Breakout Sessions

TRACK 1		TRACK 2	
1:15 p.m.	<p>What Employers Need to Know About the Next Wave of Health Care Reform</p> <p>The constantly changing deadlines and requirements of the Affordable Care Act are enough to make your head spin. In this session, we will focus on what employers should be doing now to prepare for compliance with the new guidelines, including the employer reporting requirements, rules for determining full-time employee status and employer coverage requirements, transition rules that delay the effective date of some requirements, and the Administration's enforcement efforts targeting employers who "dump" their employees on exchanges.</p>	1:15 p.m.	<p>Navigating Through Real Life HR Challenges</p> <p>In this session, attendees will hear from both attorneys and human resources professionals on how to address real life HR issues, including workers' comp, workplace safety and emergency response, FMLA, ADA with interactive process, performance issues, retaliation, and wrongful discharge.</p>
2:30 p.m.	Break		
2:45 p.m.	<p>Round Robins</p> <p>In the round robins, attendees will have the opportunity to meet with Holland & Hart attorneys to ask questions and engage in conversation on labor and employment issues such as the Affordable Care Act, immigration, discipline and termination, workplace safety, wage and hour, and other topics.</p>	2:45 p.m.	<p>FMLA Family Feud</p> <p>Attorneys will discuss recent updates in FMLA, including the FMLA medical certification process, caregiver discrimination, the transition from FMLA leave to ADA accommodation, and disciplining employees for disability-related activities.</p>
4:00 p.m.	Break		
Afternoon General Session			
4:15 p.m.	<p>Drugs in the Workplace</p> <p>In this panel, we will discuss the legal implications for employers when it comes to legalized marijuana and prescription drugs, including drug testing, privacy, disability and discrimination, and safety and health. Attendees will learn about practical decision-making in order to minimize liability.</p>		
5:15 p.m.	