

# Agenda

## October 5, 2017

**8:30 - 9:00 am**

Registration/Check-In/Continental Breakfast

**8:50-8:55**

Opening Remarks

**9:00 - 10:30 am**

Session A - Labor Law Update: Change is Coming

Federal labor policy is in a transition period as President Trump's personnel changes start to chart a new course. How much will it change from the Obama Administration? and how quickly? How will the Labor Movement respond. Tim Murphy and Ralph Abbott will explain how the actual and potential changes may impact your business.

Presented by: Timothy F. Murphy, Esq. and Ralph F. Abbott, Jr., Esq.

Session B - Massachusetts' New Pay Equity Law and the Effects of Implicit Bias in the Workplace

Massachusetts' revised Pay Equity Law goes into effect on July 1, 2018. In this presentation, we'll examine employer's obligations under the new law and existing laws as well as recommendations for compliance. We'll also discuss how implicit bias may be impacting your organization and what you can do about it.

Presented by: Kimberly A. Klimczuk, Esq.

**10:45 – 12:15 pm**

Session A - Top Ten Wage and Hour Mistakes Made by Employers: *How to spot, correct and eliminate wage and hour errors*

The federal Fair Labor Standards Act (FLSA) and state wage laws require employers pay people correctly. Unfortunately, issues like overtime, exemptions, meal breaks, travel time and remote work cause employers difficulty. John will address all of these issue and more in his recap of ten

common wage and hour mistakes made by employer. He will also discuss strategies for avoiding these errors via sound internal auditing practices.

Presented by: John S. Gannon, Esq.

Session B - Panel Discussion: "Insurance Coverage in Employment Litigation: Limiting Your Risk and Knowing Your Rights"

While an employer can reduce its risk of liability for wrongdoing, there's no way to stop employees from talking legal action against you. Join our panel discussion about the financial impact of defending a lawsuit from the perspective of an employer that faced a discrimination lawsuit, an insurance professional, and legal counsel. Learn how to get reduce exposure for defense costs and a verdict against you while retaining control in the litigation.

Paneled by: Marylou Fabbo, Esq., Miriam Siegel, Director of Human Resources, Springfield College, and William Trudeau, President, Insurance Center of New England

Moderated by: Amelia J. Holstrom, Esq.

**12:15 pm Lunch (will be provided)**

**1:30 - 3:00 pm**

Session A - After *Barbuto*: Strategies for Addressing Drugs in the Workplace

With opioid addiction on the rise and the legalization of marijuana becoming a reality in Massachusetts, employers face more challenges than ever when it comes to ensuring a safe and productive workplace for their employees. Learn strategies to reduce your legal risk as we discuss drug and alcohol policies, drug testing programs, and drugs as reasonable accommodations after the Supreme Judicial Court's landmark ruling in *Barbuto v. Advantage Sales and Marketing*.

Presented by: Erica E. Flores, Esq.

Session B - How You Should (and Shouldn't) Conduct a Workplace Investigation

Learn how to conduct a prompt and thorough workplace investigation to avoid legal liability, including but not limited to identifying who should conduct the investigation, how to properly document and investigation, and how to avoid common mistakes that create legal liability.

Presented by: Amelia J. Holstrom, Esq. and Susan G. Fentin, Esq.

**3:00 – 3:45 pm**

Group Q&A Session