

2017 Littler New England Employer Conference

EMPLOYMENT AND LABOR LAW SOLUTIONS IN THIS TIME OF UNCERTAINTY

Friday, October 27, 2017 | Burlington, MA

8:00 a.m. - 8:30 a.m.	Registration and Breakfast
8:30 a.m.	Welcome
8:30 a.m. - 9:30 a.m.	“Big Data” is Coming! How Data Science Will be Used to Make Personnel Decisions Presenter: Dr. Zev J. Eigen Employers of all sizes in virtually every industry should prepare for a new human resources world in which data science plays an increasingly important role. Data scientific applications will optimize selection to find the best talent and improve diversity. Technology is becoming available to ensure that your company finds the most influential employees and identify employees suffering from collaboration overload — which leads to burnout or turnover of your most valuable workers. In this presentation, you’ll learn how employers will be able to use data science and technology to reduce bias and make better decisions in hiring, performance evaluations, and promotions while avoiding the pitfalls. Some of the things you will learn from this session include: <ul style="list-style-type: none">• How to deploy technology to improve the selection and hiring process to reduce bias and improve diversity• How to harness the power of “relational data” to improve performance management and measure inclusion of diverse talent• How to evaluate technology and ensure that it doesn’t generate costly legal risk for your organization, in an attorney-client privileged setting
9:30 a.m. - 9:45 a.m.	Break

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	TRACK 1	TRACK 2
9:45 a.m. - 11:00 a.m.	<p>Gender Pay Equity Laws: To Panic, or Not to Panic, That is the Question Presenters: Dr. Zev J. Eigen, Michael Mankes, Gina Sarracino</p> <p>This session will review recently enacted state equal pay laws and provide practical guidance on how to effectively review your organization's compensation and prepare to comply with these new laws. Newly available state of the art software makes diagnosing problems and identifying economic and non-economic adjustments significantly faster, easier and more precise. Gina Sarracino, Senior Employment Counsel at Thomson Reuters, will offer the in-house perspective of conducting a compensation equity review.</p>	<p>Hey Dude: Are Marijuana Users the Newest Protected Category? Presenters: Nancy N. Delogu, Craig T. Dickinson, Elizabeth R. McKenna</p> <p>New England's nation-leading efforts to legalize marijuana for recreational and medical use are calling long-established workplace substance abuse policies into question. Must you accommodate individuals who use medical marijuana? Can you decline to hire someone who engages in recreational marijuana use? Can medical marijuana users bring their "medicine" to work? Are you liable if an employee who uses marijuana is negligent? How do you know when users are impaired? Should you stop testing? This panel will discuss New England's changing marijuana laws and offer suggestions on how to update and implement a substance abuse policy that does not sacrifice safety while minimizing employment law risk.</p>
11:00 a.m. - 11:15 a.m.	Break	
	TRACK 1	TRACK 2
11:15 a.m. - 12:30 p.m.	<p>Paid Sick Time: Compliance Solutions Across Multiple States Presenters: Christopher B. Kaczmarek, Mark T. Phillis, Sarah E. Green</p> <p>This session will tackle the challenges multi-state employers are facing developing, implementing and enforcing sick time and PTO policies to comply with the patchwork of paid sick leave laws adopted in a number of states and cities.</p>	<p>Leaves of Absence: The Ongoing Challenges of Complying with the ADA & FMLA Presenters: Eric J. Uhl, Asha A. Santos, Shiloh Theberge</p> <p>This session will review lessons learned from court decisions over the past year, addressing leaves of absences granted to employees under the ADA and the FMLA.</p>
12:30 p.m. - 1:45 p.m.	<p>Lunch Program: Introducing "Littler Sprints" Presenters: Lori B. Alexander, Eric J. Uhl</p> <p>Over lunch we will roll out a new format for conducting webinars. It is sometimes difficult to set aside an hour or more during the business day to attend a webinar on new legal developments or best practices. What might better fit the demands of your schedule are webinars of 30 minutes or less that succinctly describe the new development, what it means to your business, and steps your company should think about taking. To that end, we are introducing the "Littler Sprints," webinars that will take place in 30 minutes or less and provide the information you need in a compact format. This approach will not replace traditional webinars, but rather serve as a supplemental service. During lunch we will provide a demonstration and "sprint" through several scenarios designed to highlight best practices.</p>	