

# The 5<sup>th</sup> Annual Puerto Rico Conference

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Friday, April 12, 2019 | Condado Vanderbilt Hotel

8:00 am - 8:45 am	Registration and Continental Breakfast	
8:45 am - 9:00 am	Welcome Remarks	<p>Anabel Rodríguez-Alonso Office Managing Shareholder, Puerto Rico</p> <p>Stephan Swinkels Shareholder, Littler</p>
9:00 am - 10:30 am	<p><b>The Ever-Evolving Workplace</b></p> <p>Through a series of short interviews and reports, in talk-show style, our speakers will discuss hot topics and trends, and will provide practical and proactive advice in the world of labor and employment law. This highly entertaining and interactive session will provide a quick overview of changes impacting our workplaces and influencing how HR and employment law professionals address their job responsibilities today and in the coming years. This panel will also address key challenges impacting the construction, manufacturing and hospital industries.</p>	<p><b>Moderators:</b></p> <p>Shiara L. Diloné-Fernández Capital Member, Puerto Rico</p> <p>Elizabeth Pérez-Lleras Capital Member, Puerto Rico</p> <p><b>Speakers:</b></p> <p>José Dávila-Caballero Special Counsel, Puerto Rico</p> <p>Sonia Ortega, Esq. Corporate Legal Counsel, Manatí Medical Center</p> <p>Eng. Emilio Colón-Zavala President, Puerto Rico Builders Association</p> <p>Amir Lastra, Esq. Senior Legal Counsel, ABB Ltd</p>
10:30 am - 10:45 am	Coffee Break	

<p><b>10:45 am - 11:00 am</b></p>	<p><b>Special Presentation:</b>  <b>The Workplace Policy Institute in Puerto Rico</b></p> <p>With new laws being proposed and enacted every day in Puerto Rico, employers sometimes wish to participate in the public discussion to express their point of view on potential effects of proposed legislation or propose legislation that meets their needs. Littler’s Workplace Policy Institute® (WPI™) was created to be an effective resource for the employer community to engage in legislative and regulatory developments that impact their workplaces and business strategies. WPI harnesses the deep subject-matter knowledge of Littler to ensure that policymakers in Washington and around the country hear the voice of employers. We are very pleased to announce that we are bringing WPI to Puerto Rico. This informal conversation with our own Rafael Aguiló-Vélez and José Dávila-Caballero, and with WPI Co-Chair Michael J. Lotito and Member Bruce Sachet will briefly discuss the work of WPI and the ways in which it can partner with Puerto Rico employers.</p>	<p><b>Moderator:</b>  Rafael Aguiló-Vélez  Capital Member, Puerto Rico</p> <p><b>Speakers:</b>  <b>Michael Lotito</b>  Shareholder, San Francisco, CA  <b>Bruce Sachet</b>  Shareholder, Sacramento, CA  <b>José Dávila-Caballero</b>  Special Counsel, Puerto Rico</p>
<p><b>11:00 am - 12:10 pm</b></p>	<p><b>Top Mistakes in Internal Investigations that Are Magnified at Trial</b></p> <p>The need to carefully examine, and effectively conduct, lawful workplace investigations, is more critical than ever. Effective internal investigations of discrimination, harassment, code of conduct and other policy violations are one of the most critical components in the area of employment law liability prevention. This investigation session will address the effect of the way in which employers perform internal investigations on trial. In this interactive session, we will explore mistakes that are often made in internal investigations and how they play out in litigation, as well as provide practical advice to avoid these potential pitfalls, and to better be able to defend against claims.</p>	<p><b>Moderator:</b>  Mariela Rexach  Capital Member, Puerto Rico</p> <p><b>Speaker:</b>  <b>Theodora Lee</b>  Shareholder, Walnut Creek, CA</p>
<p><b>12:10 pm - 1:30 pm</b></p>	<p><b>Luncheon</b></p>	
<p><b>1:30 pm - 2:30 pm</b></p>	<p><b>Medical Cannabis: Accommodation, OSHA Compliance and Employers Right to Maintain a Drug Free Workplace</b></p> <p>The medical use of marijuana is now legal in Puerto Rico, in dozens of states of the United States, and in several countries in major economies. This panel will discuss the impact of this new law in the workplace and employers’ potential obligations to handle accommodations requests, and the interplay with PR Act 44 of 1985 and the Americans with Disabilities Act. This discussion will also address how to balance the competing interests surrounding an employee’s right to use medical cannabis and employers’ obligations under the Occupational Safety and Health Administration (“OSHA”) regulations and other applicable federal laws to safeguard safety sensitive workplaces and a drug free workplace.</p>	<p><b>Moderator:</b>  <b>Lourdes C. Hernández-Venegas</b>  Capital Member, Puerto Rico</p> <p><b>Speakers:</b>  <b>Nancy Delogu</b>  Shareholder, Washington, DC  <b>María E. Echenique</b>  Associate, Puerto Rico  <b>Sashmarie Rivera-Lopez</b>  Associate, Puerto Rico  <b>Rubén Lugo López</b>  Human Resources Director,  Teva Puerto Rico LLC  <b>Dr. Carlos Robles</b>  Occupational Medicine Specialist</p>

<p>2:30 pm - 3:40 pm</p>	<p><b>What's Up: The Challenge of Technology in the Workplace, from Big Brother to Social Media</b></p> <p>With the continued proliferation of technology and social media and a more technologically savvy workforce, employers face new challenges and dilemmas when managing the workplace. This session will address legal and practical considerations to keep in mind when using location tracking devices, computers or cell phones as tools to monitor employee compliance with company policies and regulations. The session will also address employee privacy rights in the workplace and employer use of information obtained from social media in employment decisions and disciplinary processes.</p>	<p><b>Moderator:</b> Rafael Aguiló-Vélez Capital Member, Puerto Rico</p> <p><b>Speakers:</b> Erika Berrios Berrios Capital Member, Puerto Rico Ana B. Rosado Member, Puerto Rico</p>
<p>3:40 pm - 4:00 pm</p>	<p><b>Coffee Break</b></p>	
<p>4:00 pm - 5:00 pm</p>	<p><b>The 2019 Employment Law Update</b></p> <p>This fun-filled, fast-paced year-in-review is a must-attend session for every employment counsel and HR executive who wants to stay on top of the ever-changing developments in employment and labor law. Our terrific panel will elucidate on the employment law ramifications of the latest court cases, legislative and regulatory activity and crucial developments that have occurred during the course of the last year and that will impact your workplace and your responsibilities during the rest of this year and beyond.</p>	<p><b>Moderator:</b> José Dávila-Caballero Special Counsel, Puerto Rico</p> <p><b>Speaker:</b> Bruce Sachet Shareholder, Sacramento, CA</p>
<p>5:00 pm</p>	<p><b>Closing Remarks and Cocktail Reception</b></p>	<p><b>Speaker:</b> Lourdes C. Hernández-Venegas Capital Member, Puerto Rico</p>