

2017 LITTLER FLORIDA EMPLOYER CONFERENCE

EMPLOYMENT AND LABOR LAW SOLUTIONS IN THIS TIME OF UNCERTAINTY

TUESDAY, OCTOBER 17, 2017 | EAST MIAMI HOTEL | MIAMI, FL

8:30 a.m. - 9:00 a.m.	Registration and Breakfast
9:00 a.m. - 9:10 a.m.	Welcome
9:10 a.m. - 10:10 a.m.	View from the Nation's Capital A workplace policy update and forecast. Ilyse Schuman, Co-Chair of Littler's Workplace Policy Institute, will examine regulatory and judicial developments from the Trump Administration that continue to affect employers and reshape workplace policy.
10:10 a.m. - 10:20 a.m.	Break
10:20 a.m. - 11:20 a.m.	Tackling New Leave and Accommodation Issues Panelists will discuss recent developments under the FMLA and ADA and identify actions that employers can take in a variety of situations. Many of these actions are "reverse engineered" from existing, but little known, case law. These actions run the gamut and include: determining when the FMLA/ADA are not applicable; pushing back on certification problems; when medical exams or testing are appropriate and lawful; ways to not "give up the store" in dealing with requests for reasonable accommodation; and when you can terminate even though the FMLA/ADA are "in the picture."
11:20 a.m. - 11:30 a.m.	Break
11:30 a.m. - 12:30 p.m.	Checking Under the Hood: An Update on Wage and Hour Audits Preparing for an audit should be top of mind for any employer who regularly deals with wage and hour regulation. Maintaining compliance is imperative, but employers must also be knowledgeable of audit triggers related to the DOL, tax policies and immigration statutes. Our panelists will identify red flags that prompt audits and discuss strategies for minimizing your company's exposure to these risks.
12:30 p.m. - 1:50 p.m.	Lunch Session: Local Policy and Case Update This lunchtime session provides a unique opportunity to understand the latest court cases and local legislative and regulatory developments that will affect your workplace and your responsibilities.
1:50 p.m. - 2:00 p.m.	Break
2:00 p.m. - 3:00 p.m.	What Keeps Clients Up at Night? Our panel of experts will explore practical approaches to some of the top legal challenges facing employers today, including the dangers of social media in the workplace, paying for all compensable time in the age of cell phones, tablets and remote work and other hot button issues.
3:00 p.m.	Closing Remarks