



## Recent Developments in International Employment Law What Global Employers Need to Know

San Francisco, CA - January 15, 2019

Time	Topic	Speakers
8:00 am - 8:30 am	<b>Registration and Breakfast</b>	
8:30 am - 9:30 am	<b>What Keeps European Employers Awake at Night?</b>  It's not uncommon for HR/legal having responsibility across Europe to find that Europe is not aligned on everything, not least of which Brexit! So if Europe is part of your portfolio, what should you be most concerned about? Based on Littler's Executive Employer Survey - Europe 2018, gender pay equity is the top concern for Europe, yet Belgium has one of the lowest gender pay gaps in Europe, the UK has an average gender pay gap of nearly three times that of Belgium, and Italy is ranked 82nd globally for gender equality. Adopting a European approach is not a simple task.  Leading attorneys from Littler's European offices will navigate through gender pay equity, the rise of the gig and digital economies, #MeToo/sexual harassment, the use of AI and robotics, Brexit, and immigration policy changes. With an eye to helping employers make sense of these key concerns within the opaque tangle of club-Europe, this panel will discuss what can be learned from the region, and what businesses can do to remain compliant and - if possible - stay ahead of the curve.	<b>Edward Carlier</b> , Shareholder, Belgium  <b>Christoph Crisolli</b> , Shareholder, Germany  <b>Guillaume Desmoulin</b> , Partner, France  <b>Darren Isaacs</b> , Partner, United Kingdom  <b>Carlo Majer</b> , Partner, Italy  <b>Ole Osiby</b> , Partner, Norway  <b>Dennis Veldhuizen</b> , Partner, Netherlands
9:30 am - 9:45 am	<b>Break</b>	



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9:45 am - 10:45 am	<b>The 2019 LatAm Employment Law Update</b>  Historically speaking, new political winds and shifts in the balance of power usher in change. Such has been the case with the profound and long-lasting changes occurring in recent years in Puerto Rico, Panama, Dominican Republic, Colombia and Mexico. For employers, the impact of these changes on their workplaces and how they manage their workforce may require entirely new approaches to employment law and HR management.  This fast-paced year-in-review and quick look-forward is a must-attend session for every employment counsel and HR executive who wants to stay on top of these new developments in employment law. Our terrific panel will advise on the employment law ramifications of the latest court cases, legislative and regulatory activity, and crucial developments in Latin America. This regional look at factors that will impact your workplace and your responsibilities will provide a unique perspective on a number of challenging jurisdictions.	<b>Rafael Aguilo</b> , Capital Member, Puerto Rico  <b>Ambar Castro</b> , Partner, Dominican Republic  <b>Andres DaCosta</b> , Partner, Colombia  <b>Yeris Nielsen</b> , Partner, Panama  <b>Monica Schiaffino</b> , Shareholder, Mexico
10:45 am - 11:00 am	<b>Break</b>	



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Time	Topic	Speakers
11:00 am - 12:00 pm	<p><b>When the Smoke Clears: Preparing the Workplace for the Legalization of Cannabis in North America</b></p> <p>In October, Canada became the first major economy in the Americas to legalize recreational marijuana on a federal level. But it was preceded by many countries where cannabis is legal under certain conditions and restrictions. Here in the United States, the recreational use of marijuana is illegal at the federal level, but it is legal in certain states, while the medical use of marijuana is legal in dozens of states. Internationally, the map paints an even more interesting picture. Lawyers at Littler are actively involved in advising both local and multi-national companies worldwide how to proactively limit the impact of the new laws in the workplace, and how to balance the competing interests surrounding marijuana in safety sensitive workplaces.</p> <p>In this interactive session, Littler's global attorneys will help you navigate the intersecting but important laws relating to marijuana in the workplace from a local and international perspective, discussing:</p> <ul style="list-style-type: none"><li>• How should an organization's drug and alcohol policy address marijuana possession and use in the workplace, as it pertains to safety-sensitive workplaces, work performance, attendance, and discipline?</li><li>• What is the employer's duty to accommodate employees who are medical cannabis users or claim to use cannabis due to an underlying disability?</li><li>• When is testing permitted for cannabis impairment and what kind of testing is available and effective?</li><li>• What kind of training should be provided to management regarding the use of marijuana in the workplace?</li><li>• What are the cross-border issues regarding marijuana and work-related travel?</li></ul>	<p><b>Andres Dacosta</b>, Partner, Colombia</p> <p><b>Nancy Delogu</b>, Shareholder, Washington, DC</p> <p><b>Lourdes Hernandez</b>, Capital Member, Puerto Rico</p> <p><b>Sari Springer</b>, Managing Partner, Canada</p> <p><b>Eric van Dam</b>, Partner, Netherlands</p>
12:00 pm	<b>Lunch</b>	