

THE GLOBAL EMPLOYER

Latin America Conference

2013 Edition



THURSDAY, FEBRUARY 21

TIME	TOPIC	LITTLER PANELISTS	GUEST PANELISTS
8:00 am – 8:30 am	Registration & Breakfast		
8:30 am – 9:00 am	Welcome Remarks	Tom Bender, Managing Director Jeremy Roth, Managing Director Peter Susser, Chair, International Practice Group	
9:00 am – 10:00 am	Emerging Trends in Labor & Employment in Latin America	Garry Mathiason, Chairman of the Board	
10:00 am – 11:00 am	Talent Challenges in the Region for 2013 Employee Compensation and Rewards Outlook	Steven Friedman, New York	Alberto Mondelli, Market Leader for South America, Mercer Sarah Waters, International Assignment Services Director, McGladrey
11:00 am – 11:15 am	Coffee Break		
11:15 am – 12:15 pm	International Assignments in the Global Era Planning for the Financial Impact and Compliance Risks of Cross-Border Employee Transfers	Jorge Lopez, Miami Eric Savage, New York	Juan Bonilla Blasco, Cuatrecasas, Gonçalves Pereira, Spain Donna Chamberlain, Expatriate Tax Services, BDO Frank Nero, President & CEO, The Beacon Council Edward C. O'Callaghan, Clifford Chance
12:15 pm – 1:45 pm	Lunch Presentation: Latin America in 2020 Keynote Speaker: Andrés Oppenheimer <ul style="list-style-type: none"> Latin American editor and syndicated foreign affairs columnist of <i>The Miami Herald</i> column, "The Oppenheimer Report," published in more than 60 U.S. and foreign newspapers. Regular political analyst with CNN en Español and anchor of the television show "Oppenheimer Presenta," airing in 20 countries. Named in <i>Forbes Media Guide</i> as one of the "500 most important journalists" in the U.S., and by <i>Poder Magazine</i> as one of the "100 most powerful people" in Latin America. 		
1:45 pm – 2:00 pm	Break		
2:00 pm – 3:00 pm	Compliance and Liability Prevention Fundamentals Managing the Risks of Global Employee Handbooks, Background Checks, Drug Testing and Data Protection	Philip Berkowitz, New York Mónica Schiaffino, Mexico City Trent Sutton, Rochester Paul Weiner, Philadelphia	Patrick Jordan, General Counsel Latin America, Alstom Malvina Longoria, SVP Managing Region Counsel, MasterCard Worldwide, Latin America & Caribbean Region Enrique Stile, Marval, O'Farrell & Mairal, Argentina
3:00 pm – 4:00 pm	Extraterritorial Application of U.S. Employment Laws in the Region Navigating the Complex Maze of Prohibited Discrimination and Whistleblower Protection in Foreign Operations	Robert Conti, Orange County Margaret Hart Edwards, San Francisco Barry Hartstein, Chicago Mónica Schiaffino, Mexico City	Ivett Hughes, Regional Employment Counsel, Halliburton
4:00 pm – 5:00 pm	Ending the Employment Relationship Firing Employees in Latin America – Avoiding Common Pitfalls	Ricardo Alonso, Caracas Johan Lubbe, New York Javiera Medina, Mexico City	María Alexia Aurelio, Aresco Lawyers, Argentina Lee Boyd, Vice President, Law-Employment & Compliance, Sealed Air Corporation José Carlos Wahle, Veirano Advogados, Brazil

THURSDAY, FEBRUARY 21

TIME	TOPIC	LITTLER PANELISTS	GUEST PANELISTS
5:00 pm – 6:00 pm	Managing Labor Relations in the Era of Global Unions Is Your Company Prepared for Global Unions and the Expansion of International Labor Standards?	Oscar De la Vega, Mexico City Michael Lotito, San Francisco Stefan Marculewicz, Washington, DC Robert Millman, Los Angeles	Antonio Vazquez, VP & Chief Counsel, Legal & Compliance Latin America, Mondelez (formerly Kraft Foods)
7:00 pm	Cocktails, Dinner, Fiesta Latina		

IN-DEPTH SESSION • THURSDAY, FEBRUARY 21

2:00 pm – 5:00 pm	Global Investigations The Proper Response to Allegations of Misconduct in Workplaces	Katherine Cooper Franklin, Seattle Tahl Tyson, Seattle	Renata Goncalves, Attorney, Halliburton Brazil Sarah Graves, Partner, Heenan Blaikie, Canada Carolina Tavares Rodrigues Davies, Machado Meyer, Brazil
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This interactive workshop will highlight essential issues involved in global investigations into allegations of workplace misconduct. Several "real life" compliance challenges that arise during an investigation will be depicted, while a panel of subject matter experts will discuss best practices that can withstand scrutiny in subsequent litigation. Panelists with practical experience as well as legal expertise will compare and contrast best practices in Mexico and Brazil with those in Europe and the US. Participants will work through an actual mock investigation with "live actors" and focus on developing skills sets such as planning the investigation, triage issues, assignment of work, preservation of evidence, data privacy issues, effective interviewing and report writing.

FRIDAY, FEBRUARY 22

8:00 am – 8:30 am	Breakfast		
8:30 am – 10:00 am	Effective Negotiations in Difficult Environments (Bilingual Session – English & Spanish) <ul style="list-style-type: none"> Negotiation skills training, The Littler Negotiation Technique Conflict Resolution at the Supervisor Level, Cornell University 	Juan Carlos Varela, Caracas Enrique García Conde, Mexico City David Goldman, San Francisco	Carlos Hernán Godoy Fajardo, Godoy Córdoba, Colombia Dan McCray Labor Relations and Conflict Resolution Practice Leader, Director of Labor Relations Programs (HCD), Deputy Director of the Scheinman Institute on Conflict Resolution Cornell ILR School Shirley Muñoz, Program Leader in Conflict Resolution, Cornell University's Scheinman Institute on Conflict Resolution Veronica Raffo, Ferrere, Uruguay
10:00 am – 10:45 am	Puerto Rico Opportunities and Challenges What You Don't Know Can Be Costly	Niza Motola, Miami	Rafael Aguilo, Schuster Aguilo, Puerto Rico Marianela Peralta, Assistant General Counsel, Employment Division, Walmart Stores, Inc. Anabel Rodriguez-Alonso, Schuster Aguilo, Puerto Rico
10:45 am – 11:00 am	Coffee Break		
11:00 am – 12:45 pm	General Session – United Nations, Littler Style Local Experts Discuss Current Labor & Employment Issues Multinationals Face in North, Central and South America	Oscar De la Vega, Mexico City Emma Neher, Caracas Pilar Tortolero, Mexico City	Marco Durante Calvo, BDS Asesores, Costa Rica, El Salvador Diego Felipe Valdivieso Rueda, Godoy Cordoba, Colombia Ignacio Funes, Funes de Rioja & Asociados, Argentina José Miguel Navarrete, Arosemena, Noreiga & Contreras, Panama Veronica Raffo, Ferrere, Uruguay Francisco Salas Chaves, BDS Asesores, Costa Rica, El Salvador Peter Tan, President, BenQ Latin America Corp Carolina Tavares Rodrigues Davies, Machado Meyer, Brazil Marielena Ulloa, Ulloa & Asociados, Honduras
12:45 pm – 1:00 pm	Closing Remarks	Niza Motola, Miami Peter Susser, Chair, International Practice Group	