

A LITTLER  
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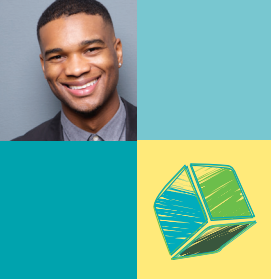
## Fueled by Ingenuity, Inspired by You: Your Challenges, Our Solutions

2019 New England Employer Conference  
September 27 | Newton, MA



Join the Conversation: #NEE2019

8:00 a.m. – 8:30 a.m.	Registration	
8:30 a.m. – 8:45 a.m.	Welcome Remarks	
	<p><b>Tracking Your Employees' Digital Trail</b> <b>Salons A – D</b></p> <p>Every day new and exciting technologies are adopted by employees entering the workplace. These technologies include mobile apps, novel forms of messaging, powerful analytical tools, biometrics, location tracking, and microchipping. Employers have been quick to use the new developments to drive productivity and quality, often by tracking and analyzing employee activities at an unprecedented level of granularity. In the context of employment litigation, tracking and analytics can be invaluable in disproving employees legal claims. However, when using these technologies, companies can run afoul of a wide range of privacy laws, including laws on wiretapping, electronic storage and trespassing, geo-location, biometrics, and common law principles of privacy. This session will explore these emerging technologies, how to get the data and use it in investigations and litigation, and the potential privacy implications.</p>	<p><b>Zoe Argento</b> <i>Shareholder,</i> <i>Littler Mendelson</i></p> <p><b>Hunter McMahon</b> <i>Director of</i> <i>Data Analytics,</i> <i>iDiscovery Solutions</i></p> <p><b>Don Myers</b> <i>Shareholder,</i> <i>Littler Mendelson</i></p>
9:45 a.m. – 10:00 a.m.	Break	
10:00 a.m. – 11:15 a.m.	Breakout Sessions	
	<p><b>New England: Small States with Big Paid Sick Leave Obligations</b> <b>Salon E</b></p> <p>Although there is no federal law requiring paid leave, a growing number of states are passing legislation mandating that employers provide paid family and medical leave to their workforce. These laws place heavy burdens on employers, especially multi-state companies, because the terms and benefits of these laws vary from state to state. In this session, we will discuss the new paid leave laws affecting New England employers and steps companies must take to stay in compliance. Specific topics will include:</p> <ul style="list-style-type: none"> <li>• Paid leave laws in Maine, Massachusetts, Rhode Island and Connecticut</li> <li>• Deciding which state's leave law applies to your workforce</li> <li>• The interplay between paid leave laws and ADA, STD, LTD, WC and other employer benefits policies</li> </ul>	<p><b>Alice Kokodis</b> <i>Special Counsel,</i> <i>Littler Mendelson</i></p> <p><b>Craig Dickinson</b> <i>Shareholder,</i> <i>Littler Mendelson</i></p> <p><b>Stephen Melnick</b> <i>Shareholder,</i> <i>Littler Mendelson</i></p> <p><b>Timothy Powell</b> <i>Associate,</i> <i>Littler Mendelson</i></p>
	<p><b>Coveting Covenants: A Deep Dive into Noncompetes – Their Risks and Rewards</b> <b>Salon F – H</b></p> <p>As the law on noncompetes continues to develop on a state-by-state basis, some clients are asking: Do noncompetes still have value? Certain industries saw rapid adoption of noncompete agreements in markets where specific skills are in high demand, but is a noncompete still the best way to protect your business? How will the growing gig economy impact these covenants? In this session, we will review the recent updates in this area of law and dive into how to make your noncompetes work for you (not against you). We will also consider how to best approach litigation over noncompetes strategically, even in an emergency.</p>	<p><b>Jillian Folger-Hartwell</b> <i>Shareholder,</i> <i>Littler Mendelson</i></p> <p><b>Melissa McDonagh</b> <i>Shareholder,</i> <i>Littler Mendelson</i></p>
11:15 a.m. – 11:30 a.m.	Break	



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11:30 a.m. – 12:45 p.m.	Breakout Sessions	
	<p><b>Accommodating Mental Health Issues in the Workplace</b> <b>Salon E</b></p> <p>Although our understanding of mental illness has improved in recent years, employers continue to struggle with how to accommodate employees with mental health issues. Both employees and employers face challenges when navigating mental health accommodations in the workplace. In this session, we will discuss some of the key legal considerations, including the duty to accommodate, the duty to inquire, and evaluating undue hardship.</p>	<p><b>Adam Forman</b> Shareholder, Littler Mendelson</p> <p><b>Elizabeth McKenna</b> Associate, Littler Mendelson</p> <p><b>Siobhan Sweeney</b> Shareholder, Littler Mendelson</p>
	<p><b>#MeToo, Part 2 – Where Do We Go from Here?</b> <b>Salon F – H</b></p> <p>Now that you've taken steps to respond to the #MeToo movement, what should your company be doing next? Attend this session to discuss "second generation" steps to ensure non-discrimination, foster an environment of equal opportunity, and create a speak-up culture. In this session, we will review sexual harassment prevention training requirements, hear presenters offer tips for difficult investigations, and evaluate your own bystander style to assess honestly and creatively your organization's culture and what more can and should be done.</p>	<p><b>Lori Alexander</b> Office Managing Shareholder, Littler Mendelson</p> <p><b>Asha Santos</b> Shareholder, Littler Mendelson</p> <p><b>Amy Ventry-Kagan</b> Shareholder, Littler Mendelson</p>
12:45 p.m. – 1:15 p.m.	Lunch	
	<p><b>New England Update</b> <b>Salons A – D</b></p> <p>This interactive session will review the latest court cases, legislative activity, and crucial developments that will affect your workplace and your responsibilities. We will also discuss new developments on the horizon and help prepare you for the challenges ahead.</p>	<p><b>Chris Kaczmarek</b> Shareholder, Littler Mendelson</p> <p><b>David Strock</b> Shareholder, Littler Mendelson</p>
2:15 p.m. – 2:30 p.m.	Closing Remarks	