



## **Agenda**

**May 21, 2019**

**8:30 - 9:00 am**

Check-In/Continental Breakfast

**9:00 - 9:15 am**

Introductory Remarks

**9:20 - 10:50 am**

Session A - Paid Family and Medical Leave: Change is Coming

Last summer, Governor Baker signed legislation instituting a mandatory paid family and medical leave program for employees, to be administered by a new Department of Family and Medical Leave. In this session, we'll provide a detailed overview of the new law, how the new Department is proposing to administer and enforce it, and how it will affect your employees and your businesses.

Session B - Wage and Hour Mistakes

With mandatory triple damages available to employees in Massachusetts for many wage violations, it is critical that employers understand and abide by state and federal wage and hour laws. In this session, we'll present an overview of common wage and hour issues that employers overlook or get wrong, including overtime exemptions, off-the-clock work, travel time, meal breaks, and more.

## **11:00 - 12:30 pm**

### Session A - Harassment, Discrimination, and Why Employers Get Sued

You may pride yourself on your workplace culture, employee benefits, and talented HR department, but you may find yourself getting sued anyway. What more can you do? Join us for an eye-opening discussion about recent trends in employment-related litigation and the little things you may not be paying attention to that could have big legal consequences for your business.

### Session B - Labor and Employment Law Update

In this session, we'll discuss the latest developments in both state and federal labor and employment laws, including recent activity at the National Labor Relations Board, how the First Circuit is changing the way employers approach the accommodations process under the Americans with Disabilities Act, legislative proposals to provide additional workplace protections for users of recreational marijuana, and other significant developments.

## **12:30 pm Lunch (will be provided)**

## **1:40 - 3:10 pm**

### Session A - How to Handle Requests for Reasonable Accommodations

Few areas of employment law generate more questions or confusion than reasonable accommodations. When is a disabled employee entitled to an accommodation? What accommodations are considered reasonable? How do employers make that determination? What information can they request? Can they ever say no? Join us for an engaging dialogue designed to help you successfully navigate these and other aspects of the tricky interactive process.

### Session B - How To Conduct an Internal Investigation

In this interactive session, you'll learn how to conduct a prompt and thorough workplace investigation from start to finish, including how to select an appropriate investigator, effective interview techniques, where you should be looking for additional evidence, and how to properly document your investigative findings.

### **3:10 - 4:00 pm Refreshments and Networking**

Join all of our attorneys and your fellow conference-goers for cookies, coffee, and other refreshments before you head home. We'll make ourselves available to answer all of your toughest questions and to share any feedback you may have about the conference.