

SAVE THE DATE

OCTOBER 18, 2011

Ogletree Deakins

The law firm of Ogletree Deakins presents a complimentary

LABOR AND EMPLOYMENT LAW BRIEFING

An informative and educational briefing addressing the latest labor and employment law topics impacting Pennsylvania employers

DETAILS

DATE

Tuesday, October 18, 2011

TIME

8:00 a.m. - 11:45 a.m.

(Registration & breakfast begin at 7:30 a.m.)

LOCATION

Senator John Heinz History Center
1212 Smallman Street
Pittsburgh, PA 15222
(412) 454-6000

COST

Complimentary

(Includes parking, continental breakfast and program materials)

This program has been submitted to HR Certification Institute for review.
Pennsylvania and West Virginia CLE credit will also be requested.

REGISTRATION

Register online at www.ogletreedeakins.com or contact Marilyn Rosol at (412) 394-3344 or marilyn.rosol@ogletreedeakins.com.

PROGRAM AGENDA

7:30 - 8:00 a.m. **REGISTER, MEET THE ATTORNEYS AND NETWORK WITH YOUR PEERS**

8:00 - 8:15 a.m. **INTRODUCTION**

W. Scott Hardy

UPDATE ON EMPLOYMENT LAW: INTERACTIVE QUIZ

James F. Glunt

8:15 - 8:45 a.m. **NAVIGATING THE BERMUDA TRIANGLE OF LEAVES OF ABSENCE**

Managing leave requests can be a nightmare, whether you have five employees or 50 times that number. The interactions among your own policies, the Americans with Disabilities Act, the Family and Medical Leave Act, and now the Genetic Information Nondiscrimination Act have many employers lost in the “Bermuda Triangle” of leave laws. We assume you know the basics—building on that foundation, we will provide an overview of best practices on managing documentation, notification and expiration for the types of leave that employers deal with on a regular basis.

Maria Greco Danaher

8:45 - 9:15 a.m. **INTERMITTENT FMLA LEAVE: A DEEPER DIVE**

Having covered the intersections of leave laws generally, this presentation will take a deeper dive into the subject of intermittent FMLA leave. This topic is near the head of our “Top Ten” list of compliance questions frequently asked by our clients. Those who have managed intermittent leave will agree that this aspect of the FMLA is the least understood and accepted, the most often abused and ignored, and the hardest to control and manage. We will cover what you need to know and provide a framework for your future use when managing intermittent leaves.

W. Scott Hardy

9:15 - 9:30 a.m. **BREAK**

9:30 - 10:30 a.m. **ALPHABET SOUP: NEWS FROM THE BELTWAY**

Despite political gridlock inside the Beltway and slow or no growth in many U.S. markets, over the past year we have seen major regulatory developments, proposed rules, and enforcement trends coming out of federal employment agencies. Melissa Bailey, Managing Shareholder of Ogletree’s Washington D.C. office, will lead our panel discussion on what we’ve seen, and what we expect, from the “alphabet soup” of federal agencies. We will cover recent initiatives by the Occupational Safety and Health Administration (OSHA), the Office of Federal Contract Compliance Programs (OFCCP), the Department of Labor (DOL), the Equal Employment Opportunity Commission (EEOC), and the National Labor Relations Board (NLRB). This program will get you up-to-date and will leave you with tips for your own proactive compliance initiatives.

Melissa A. Bailey, Maria Greco Danaher, W. Scott Hardy and John C. Artz



10:30 - 10:45 a.m. **BREAK**

10:45 - 11:15 a.m. **THE NLRB'S LATEST INITIATIVES: A DEEPER DIVE**

Now that you are up-to-date generally on regulatory initiatives, this presentation will take a deeper dive into the NLRB's far-reaching activities in 2011. Whether your workforce is unionized or union-free, you need to understand the NLRB's new posting rule and its proposal for so-called quickie elections. We will also bring you up to speed on the Department of Labor's proposed "persuader" regulations. More than just a legal update, we will help you empower your management team to communicate about unions in an effective and lawful manner. This session will give you the guidance and direction needed to meet these new challenges.

Thomas A. Smock and Philip K. Kontul

11:15 - 11:45 a.m. **BUILDING A SUCCESSFUL WELLNESS PROGRAM**

Perhaps our time together has you feeling stressed out over the always-changing web of employment laws you must safely handle every day. If so, no worries—we will leave you with a fast-paced and informative presentation on the effective use of employee wellness programs to reduce workplace stress and increase productivity. Our guest speaker, Aubrey Worek, is the co-owner and president of Wellness Solutions at Work, a firm that designs and implements wellness programs. We will cover the benefits of wellness programs, the factors that are common to successful programs, and the legal issues to spot along the way.

Aubrey Worek, Wellness Solutions at Work, and James F. Glunt

11:45 a.m. **CLOSING REMARKS**

W. Scott Hardy



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