10th Annual Labor and Employment Law Conference

Conference Highlights

• Informative and Thought-Provoking Plenary Sessions:
  - Closing the Gap: Do Women and Men Need to “Lean In” Together?
  - Maximizing the Millennial Workforce
  - Law Enforcement Labor Relations Post-Ferguson
  - Recent and Upcoming Supreme Court Labor and Employment Law Rulings, Featuring Tom Goldstein, Appellate Advocate and SCOTUSblog Co-Founder and Publisher

• 25 Years after the Civil Rights Act of 1991: Reflections on “Reform” Legislation
• Conversations with the NLRB General Counsel, Chairman, Members and Regional Directors
• Cutting-Edge Issues in Discrimination, Harassment and Retaliation
• In-Depth Explorations of Workplace Problems and Solutions
• Hot Topics in Litigation, Class Action, Wage and Hour and Whistleblowing

Register today and take advantage of substantial early discounts!
We are excited to share with you an overview of featured activities planned for the 10th Annual Labor and Employment Law Conference. The Conference will be held from November 9-12, 2016 at the Sheraton Grand Hotel in downtown Chicago. Please make plans to attend the Conference and encourage your colleagues to join you.

Our 10th Annual Conference will include the many successful features of previous Annual Conferences, along with technological offerings to enhance your experience. At this year’s Conference, you can expect:

- Prominent speakers and exciting and balanced panels
- A full year’s worth of CLE credit at a price that can’t be beat
- A curriculum covering all aspects of the labor and employment law practice
- A multi-level program that will be of value regardless of your degree of experience
- Opportunities for you to meet with colleagues from all constituent groups

The Section’s 10th Annual Labor and Employment Conference will take place during an unusually interesting time, convening the day after the 2016 election. Our Conference presents a great opportunity to discuss potential government initiatives with agency representatives. Attendees also will have the chance to confer with top practitioners representing employees, employers, unions and government agencies, as well as neutrals, in-house counsel and academics.

We are so pleased to be hosting the Conference in Chicago, the ABA’s hometown. Chicago is easily accessible to our members and is always one of the Section’s favorite meeting locations. We look forward to showcasing the best of the City. Of particular note, the Diversity and Inclusion Networking Reception at the House of Blues on Thursday and the Section Reception at the Field Museum offer attendees great experiences for socializing with colleagues at unique Chicago venues.

You can review complete program details and registration information on the Section website at ambar.org/laborconference. We encourage you to register by September 21, 2016 to take advantage of substantial early registration discounts!

We look forward to seeing you in Chicago at the 10th Annual Labor and Employment Law Conference.

Wayne N. Outten
Chair
New York, New York

Gail Golman Holtzman
Chair-Elect,
Tampa, Florida
Wednesday, November 9

• 4:30 – 5:00 pm
Law Student Orientation
Law student attendees are invited to mingle with each other and members of the Outreach to Law Students Committee and Section Leadership prior to the start of the Conference. This event will offer students a casual introduction to the ins and outs of the Annual Section Conference.

• 5:00 – 6:00 pm
First-Time Attendee/New Section Member Orientation
If you are a new member of the Section of Labor and Employment Law or if this is your first Section meeting, join your peers for an overview of what you should know about the Section and how to get the most benefit from attending the Conference.

• 6:00 – 8:00 pm
Welcome Reception and Committee Expo
All attendees are invited to meet, greet and network during this opening reception at the Sheraton Grand Chicago Hotel. Section Committees will provide information about publications, services and programs they provide to labor and employment lawyers.

Thursday, November 10

Plenary Sessions

• 9:30 am – 9:45 am
Welcome and Introductions

• 9:45 am – 11:00 am
Closing the Gap: Do Women and Men Need to “Lean In” Together?
Cosponsored by ABA Commission on Women in the Profession
Fifty years after Title VII, women continue to strive to achieve equality at work, including with respect to compensation and leadership roles. Even though studies have shown that gender diverse teams achieve better results, women continue to be underrepresented in many industries. There is increasing recognition that both men and women have important roles to play in ensuring equality at work and at home and that cultural and social roles need to be reexamined in order to achieve true workplace equality. This session will identify and explore how to break down barriers to gender equality and will discuss what role the law plays in doing so.

MODERATOR:
Gail Golman Holtzman, Jackson Lewis P.C., Tampa, FL

PANELISTS:
Michelle Coleman Mayes, The New York Public Library; Chair, ABA Commission on Women in the Profession, New York, NY
Josh Levs, Journalist and Author of All In: How Our Work-First Culture Fails Dads, Families, And Businesses – And How We Can Fix It Together, Atlanta, GA
Joan C. Williams, UC Hastings College of the Law; Co-Author of What Works for Women at Work: Four Patterns Working Women Need to Know, San Francisco, CA
• 4:00 pm – 5:15 pm
Maximizing the Millennial Workforce
Cosponsored by
ABA Young Lawyers Division
The 75 million adults between ages 18 and 34 are now the largest age group in the American workforce. Some believe that these “Millennials” bring new expectations and values to the workplace about their careers, personal goals, and work/life issues, and that this has challenged leaders of the organizations in which they work. This panel will explore what Millennials value and the strategies that employers, including law firms, have adopted to address the issues unique to Millennial employees.

MODERATOR:
Julie A. Totten, Orrick, Herrington & Sutcliffe LLP, Sacramento, CA

PANELISTS:
Michael C. Hyter, Korn Ferry, Washington, DC
Katherine M. Larkin-Wong, Latham & Watkins LLP; Immediate Past President, Ms. JD, San Francisco, CA
Lauren Stiller Rikleen, President, Rikleen Institute for Strategic Leadership; Author of You Raised Us, Now Work With Us: Millennials, Career Success, and Building Strong Workplace Teams, Wayland, MA

• 8:00 am – 9:15 am
Discrimination, Harassment and Retaliation
When Immigration and Employee Protection Laws Collide: How Do We Protect Whistleblowers, Witnesses or Other Victims of Discrimination or Retaliation When they are Undocumented?
This panel will explore the unique challenges involved in litigating cases involving undocumented workers and will suggest practical ways to protect undocumented workers as well as the limits of doing so.

PANELISTS:
Channah Brody, U.S. Department of Labor, Atlanta, GA
Monica Guizar, Weinberg, Rogers & Rosenfeld PC, Los Angeles, CA
Michael R. Lied, Howard & Howard, Peoria, IL
Joshua Stehlik, National Immigration Law Center, Los Angeles, CA

• 9:15 am – 10:30 am
Return to Work Issues
There is a fine line between ensuring a safe and productive workplace and maintaining the legal, medical and privacy rights of employees and job applicants. Although an employer must have a legitimate, non-discriminatory reason to issue fitness for duty exams, many employees and job applicants who must submit to such exams find them discriminatory. This panel will explore the legal boundaries of fitness for duty exams and how they can be implemented to meet the goal of ensuring workplace safety while safeguarding critical employee rights.

PANELISTS:
Mario L. Barnes, University of California, Irvine School of Law, Irvine, CA
Donald R. Livingston, Akin Gump Strauss Hauer & Feld LLP, Washington, DC
Carolyn Wheeler, Katz, Marshall & Banks, LLP, Washington, DC

Employee Benefits
• 11:15 am – 12:30 pm
Protection of Rights under ERISA and ACA: Claims of Interference, Discrimination and Retaliation
The question of whether it is legal to reduce an employee’s hours to less than thirty hours
per week in order to make the employee ineligible for employer-sponsored health benefits is hotly debated. Martin v. Dave & Buster's Inc. alleges that the business strategy of reducing hours violates ERISA §510. Panelists will debate the issue as well as provide an update of how courts are analyzing causation in reference to the protection afforded by ERISA §510 and developments under ACA §1558. Plaintiffs, defendants and the government will provide perspectives on litigation of §510 cases, including discovery issues, trial issues and available remedies.

**Panelists:**
- Denise M. Clark, The Clark Law Group, Washington, DC
- Marcelle J. Henry, Cohen, Weiss and Simon LLP, New York, NY
- Al Holifield, Jr., Holifield • Janich & Associates, PLLC, Knoxville, TN
- Danielle L. Jaberg, U.S. Department of Labor, Washington, DC

**Labor-Management Relations**

- **8:00 am – 9:15 am**
  **Update on Purple Communications: Implementation Issues for Unions, Employees and Employers**
  The Board's December 2014 decision in Purple Communications left open many questions, and, as we all know, “the devil is in the details.” For example, what are “special circumstances”? Can employers continue to monitor employee use of their email systems without exposing themselves to allegations of unlawful surveillance? How is “non-working time” construed? This panel will provide a nuts and bolts look at life under Purple Communications, almost two years out, to see if (and how) these questions have been answered and discuss the decision's practical implications.
  **Panelists:**
  - Jerry M. Hunter, Bryan Cave LLP, St. Louis, MO
  - Pamela Jeffrey, Levy Ratner, PC., New York NY
  - Jayme Sophir, National Labor Relations Board, Washington, DC

- **11:15 am – 12:30 pm**
  **Meet the National Labor Relations Board: Insider's Perspective**
  The Board continues to make significant changes in the interpretation of, and the application of, the National Labor Relations Act. Join us for an enlightening discussion, including a peek behind the curtain to observe a “day in the life of a Board Member” as the Board considers and makes decisions.
  **Moderators:**
  - James W. Bucking, Foley Hoag LLP, Boston, MA
  - Gwynne A. Wilcox, Levy Ratner, PC., New York, NY

- **2:30 pm – 3:45 pm**
  **A Conversation with the NLRB General Counsel and Deputy General Counsel**
  Hear a frank discussion about the National Labor Relations Board General Counsel’s initiatives and hear his responses to probing questions from both union and management side practitioners.
  **Panelists:**
  - Susan Davis, Cohen, Weiss and Simon LLP, New York, NY
  - Tanja L. Thompson, Littler Mendelson PC., Memphis, TN

**Litigation/Class Action**

- **8:00 am – 9:15 am**
  **Getting Paid: From Judgment or Settlement to the Bank**
  A monetary judgment or settlement that can’t be collected is a hollow victory. This panel will cover strategies designed to maximize a litigant’s chances of actually recovering on a monetary win or settlement, such as individual guarantors, confessions of judgment, post-judgment discovery and collection actions. The panel also will discuss the basic financial information one needs to be able to follow the money.
  **Panelists:**
  - Mark Crawford, BP America, London, United Kingdom
  - Greg Groeneveld, The Law Offices of Greg Groeneveld, San Francisco, CA
  - Janine Martin, Hammond & Shinners PC, St. Louis, MO

- **2:30 pm – 3:45 pm**
  **Are You Smarter than a 1-L?**
  Though the bar exam may be long over, effective practitioners need to stay current on evidentiary and procedural rules in order to provide competent representation. This game show-inspired panel will pit seasoned
practitioners against new lawyers, testing and refreshing their and the audience’s FRE and FRCP rule knowledge.

**MODERATOR/EMCEE:**
Christopher David Ruiz Cameron, Southwestern Law School, Los Angeles, CA

**PANELISTS:**
Jessie Cardinal, Pedowitz & Meister, LLP, New York, NY
Joel A. D’Alba, Asher, Gittler & D’Alba, Ltd., Chicago, IL
Keith D. Frazier, Ogletree Deakins, Nashville, TN
Sheena Hamilton, Doolan Bennett, St. Louis, MO
Sarah Naji, Slevin & Hart, Washington, DC

* 2:30 pm – 3:45 pm

**Recent Developments in Class Certification/Decertification**
The class certification and decertification stage is where class actions live or die. This panel will discuss recent case law developments impacting class certification as well as new strategies that employers and class counsel are using to support or defend against class certification.

**PANELISTS:**
Hon. Fernando Gaitan, U.S. District Court for the Western District of Missouri, Kansas City, MO
Steven W. Moore, Constangy, Brooks, Smith & Prophete, LLP, Denver, CO
Brianna M. Primozie, Posner & Rosner LLP, Los Angeles, CA
Anne B. Shaver, Lieff Cabraser Heiman & Bernstein, LLP, Oakland, CA

**Practice and Professionalism**
* 8:00 am – 9:15 am

**Diligence vs. Perfection: Maintaining High Ethical Standards While Avoiding Burnout**
Cosponsored by ABA Center for Professional Responsibility

The ethical obligation of diligence requires lawyers to pursue matters “despite opposition, obstruction or personal inconvenience” to the lawyer. Many lawyers strive for more than mere diligence – they shoot for perfection. As many of us know all too well, the quest for perfection can lead to severe anxiety and depression. Some lawyers turn to harmful behaviors such as substance abuse, while others suffer mental illnesses or suffer in silence. Many simply drop out of the profession. This panel will explore practical strategies for lawyers to fulfill their professional obligations while preserving their mental health and deriving satisfaction from the practice of law.

**PANELISTS:**
Barbara J. D’Aquila, Norton Rose Fulbright, Minneapolis, MN
William D. Frumkin, Frumkin & Hunter LLP, White Plains, NY
J.E. “Buddy” Stockwell, Lawyers Assistance Program, Inc., Mandeville, LA

**Wage and Hour**
* 8:00 am – 9:15 am

**Who Is an Employer? Expansive Considerations of Coverage**
Outsourcing, temporary employment, contracting and other changes throughout the economy have caused coverage issues under wage and hour laws to become increasingly complex. Experienced practitioners will discuss the latest developments with respect to coverage in the context of independent contractors, franchises, interns, volunteers and joint employment relationships, as well as recent initiatives and positions taken by the Department of Labor and National Labor Relations Board on these issues.

**PANELISTS:**
Laura L. Ho, Goldstein, Borgen, Davardarian & Ho, Oakland, CA
Cheryl Jackson, State Farm Insurance Company, Bloomington, IL
Linda Ringstad, U.S. Department of Labor, Chicago, IL
Yona Rozen, AFL-CIO, Washington, DC

* 11:15 am – 12:30 pm

**New White Collar Exemption Regulations: Then and Now**
Panelists will discuss the new white collar exemption regulations issued by the Department of Labor, identifying critical issues and differences from current law, and strategic considerations for lawyers handling these cases.

**PANELISTS:**
Hon. M. Patricia Smith, U.S. Department of Labor, Washington, DC
Eve H. Cervantes, Altshuler Berzon LLP, San Francisco, CA
Gregory K. McGillivary, Woodley & McGillivary LLP, Washington, DC
Dennie Mouser, Walmart Stores, Inc., Bentonville, AR
Christopher Wilkinson, Orrick, Herrington & Sutcliffe LLP, Washington, DC

* 2:30 pm – 3:45 pm

**Tipping Points: Should the Law on Tipping Stay or Go?**
Social custom and etiquette have long-suggested that a tip is to be given to certain workers for the services they perform. Legal questions surrounding the concept’s definition, however, add complexity to the question of who has a right to the proceeds: the server, the shift-manager, the restaurant, the chef, the busboy, the bartender? This panel will discuss Section 3(m) and the regulation of wages of tipped workers and consider the question of whether the FLSA’s regulation of tips actually benefits tipped workers.

**PANELISTS:**
Loren B. Donnell, Barr & Smith, LLP, Tampa, FL
Hope Fordy, Spiegel Lipton LLP, New York, NY
Salvador F. Simao, Ford & Harrison LLP, Berkeley Heights, NJ
Dane Steffenson, U.S. Department of Labor, Atlanta, GA

**Whistleblower**
* 8:00 am – 9:15 am

**Whistleblower Protections for Federal Workers**
With a steady increase in the number of claims filed by employees blowing the whistle on waste, fraud and abuse in the federal government, there have been in recent years a number of significant legal developments affecting whistleblower protections for federal employees including changes made by the Whistleblower Protection Enhancement Act of 2012 and the Supreme Court’s 2014 decision in Dep’t of Homeland Security v. MacLean. The panel will discuss the current state of the law regarding whistleblower protections for federal employees and proposed legislation that could further change the landscape of federal whistleblower rights and agency responsibilities.

**PANELISTS:**
Joseph V. Kaplan, Passman & Kaplan, P.C., Washington, DC
Louis Lopez, Office of Special Counsel, Washington, DC
Deborah Miron, Merit Systems Protection Board, Washington, DC
Jeff Rosenblum, U.S. Securities and Exchange Commission, Washington, DC

**Workplace Problems and Solutions**
* 8:00 am – 9:15 am

**The New Standards on Sharing Wage and Other Confidential Information in the Workplace: Any Effect or Impact?**
The OFCCP recently issued new regulations to enhance the sharing of wage and salary information in the workplace. The EEOC has likewise expressed a desire to protect
employees who share information in the workplace in furtherance of protected rights. The NLRB also has demonstrated strong support for collective activity in the represented and non-represented workplace to prevent retaliatory or other adverse acts against employees sharing information concerning wages and benefits and other working conditions. Social media and technology are simultaneously changing the landscape for exchanging information in the workplace including confidential employer information. This panel will explore the state of the law that affects sharing of information about working conditions including confidential information and examine the impact on employees, employers and unions.

**PANELISTS:**
Darrious Baker, South Carolina Department of Health and Environmental Control, Columbia, SC
David S. Fortney, Fortney & Scott LLC, Washington, DC
Angie Cowan Hamada, Allison, Slatsky & Kennedy, P.C., Chicago, IL
Nina T. Pirrotti, Garrison, Levin-Epstein, Fitzgerald & Pirrotti, PC., New Haven, CT

**11:15 am – 12:30 pm**
**A Legal Primer on the Law and Practice of Corporate Governance (F)**
Cosponsored by ABA Young Lawyers Division
What do employment lawyers need to know about corporate governance? Employment lawyers often face issues about corporate authority to act and need to identify the individuals or bodies that hold that authority. What is a board of directors really responsible for and how can corporate governance affect litigation or settlement of employment matters? How do corporations provide indemnification for individuals and what corporate governance rules apply? What is the interplay between corporate governance and liability insurance for officers and directors? This panel will address the fundamentals of corporate governance from the perspective of issues that are common to representing individuals, unions and management in employment matters.

**PANELISTS:**
Melinda C. Burrows, Outerwall Inc., Bellevue, WA
Ty Hyderally, Hyderally & Associates PC, Montclair, NJ
Dale Pierson, IUOE Local 150, Countryside, IL
Eric D. Reicin, MorganFranklin Consulting, LLC, Washington, DC

**11:15 am – 12:30 pm**
**Reducing the Risk of Workplace Violence**
Violence at the workplace, affecting the health of employees, is increasingly a concern for employers. Several states have adopted statutes regulating workplace violence. California’s OSHA program has adopted a violence standard, and Federal OSHA relies on the general duty clause to address this hazard. Recently, the OSHRC has granted review in a case that will address whether OSHA can continue to cite employers for failing to reduce the risk of violence. This session will discuss the various federal and state approaches to this issue and what employers and employees should do to reduce the risk.

**PANELISTS:**
Carla J. Gunnin, Jackson Lewis P.C., Atlanta, GA
Orlando J. Pannocchia, U.S. Department of Labor, Washington, DC
George W. Woods, The Science Advisors, Oakland, CA
Stephen Yokich, Dowd, Bloch, Bennett, Cervone, Auerbach and Yokich, Chicago, IL

**2:30 pm – 3:45 pm**
**Trends in Sick Leave Law at the State and Local Level**
Increasingly, state and local laws are providing sick leave and similar benefits for many workers. Employers with widespread workforces must develop strategies to ensure their policies are compliant in multiple places. This panel will consider existing state and local laws governing paid and unpaid sick leave as well as the increasing trend for local legislation in this area. What steps are employers taking to respond to these developments? What trends are evident with enforcement and litigation efforts in this area? Our panel will address the latest legal trends affecting sick leave and related policies.

**PANELISTS:**
Bryan T. Arnault, Blitman & King LLP, Syracuse, NY
David S. Baffa, Seyfarth Shaw LLP, Chicago, IL
Jared Make, A Better Balance, New York, NY
Sandia Pullman, Office of the New York State Attorney General, New York, NY

**2:30 pm – 3:45 pm**
**What Every Labor and Employment Lawyer Needs to Know about Workers’ Compensation (F)**
Cosponsored by ABA Young Lawyers Division
Workers’ compensation issues can have a significant impact on employees and employers, regardless of whether the issue involves how a workers’ compensation claim impacts other legal rights or how to navigate the turbulent waters of overlapping state and federal laws on workplace injuries. Panels will discuss how understanding this area of the law will allow management attorneys to better represent corporate clients and avoid workers’ compensation issues before they become problems. Plaintiff’s lawyers will learn how to spot potential areas of litigation that fall outside of standard discrimination based claims. Union lawyers will enhance their understanding of the challenges these types of issues present in the workplace.

**PANELISTS:**
Hon. George Andros, Illinois Workers’ Compensation Commission, Orland Park, IL
Matthew B. Schiff, Sugar Felsenthal Grais and Hammer LLP, Chicago, IL
Catherine Tanaka Surbeck, Freedman and Lorry, P.C., Philadelphia, PA
Richard Swanson, Macey Swanson and Allman, Indianapolis, IN
Friday, November 11

Plenary Sessions

• 9:30 am – 9:45 am
Section Award Presentations

• 9:45 am – 11:00 am
Recent and Upcoming Supreme Court Labor and Employment Law Rulings
SCOTUSblog publisher and Supreme Court litigator Tom Goldstein will discuss the principal rulings from the last term involving labor and employment issues as well as significant cases on the horizon.

SPEAKER:
Tom Goldstein, SCOTUSblog publisher and Supreme Court litigator, Goldstein & Russell, Bethesda, MD

• 3:45 pm – 5:00 pm
Law Enforcement Labor Relations Post-Ferguson
In recent years there have been numerous high profile controversies over police interactions with citizens, most particularly with those in the African-American community. Seasoned practitioners of labor law for public safety units will be joined by other experts to review the current state of policing as it relates to collective bargaining, officer training, and today’s racial climate. This session also will explore the impact of recent events on the method and manner by which law enforcement approaches its duties and responsibilities.

MODERATOR:
Jason C. Marsili, Powner & Rosen LLP, Los Angeles, CA

PANELISTS:
Jennifer A. Dunn, Franczek Badelet P.C., Chicago, IL
Delrish Moss, Chief of Police, Ferguson Police Department, St. Louis, MO
John Rivera, President, Florida and Dade County Police Benevolent Associations, Miami, FL
Harry S. Stern, Rains Lucia Stern, PC, San Francisco, CA

Alternative Dispute Resolution

• 8:00 am – 9:15 am
Arbitration of Statutory Discrimination Claims
Since the Supreme Court’s decision in 14 Penn Plaza LLC v. Pyett, which supported the arbitration of employment discrimination claims against employers under collective bargaining agreements that provided for such adjudication, attorneys have made strides to respond to the holdings of Pyett. This panel will discuss the legal issues that have followed the Court’s decision, the protocols used by parties for the arbitration of discrimination claims, and the effect on the resolution of discrimination claims.

PANELISTS:
Michael Z. Green, Texas A&M University School of Law, Fort Worth, TX
Ingrid Nava, SEIU Local 32BJ, New York, NY
Paul Salvatore, Proskauer Rose LLP, New York, NY

• 11:15 am – 12:30 pm
Mediation of the Most Difficult Cases and How They Settle
Although current statistics continue to show that over 95 percent of cases settle before trial, the odds alone rarely aid in the resolution of the most difficult cases, which sometime require multiple sessions and a mediator’s persistence. In this advanced program, experienced mediators will speak candidly about techniques and strategies utilized to settle very contentious and complex cases, answering questions posed by lawyer moderators.

MODERATORS:
Robert M. Goldich, Greenberg Traurig LLP, Philadelphia, PA
Robert D. Kraus, Kraus & Zucklevski LLP, New York, NY

PANELISTS:
Hon. Candace Cooper (Ret.), JAMS, Los Angeles, CA
Martin F. Scheiman, Arbitrator/Mediator, New York, NY
Hon. Diane M. Welsh (Ret.), JAMS, Philadelphia, PA

• 2:15 pm – 3:30 pm
A New Tool for Today’s Complex Negotiations: To Affinity and Beyond
The Federal Mediation and Conciliation Service is using an innovative “Affinity Model” to push parties to focus on a problem solving approach to economic bargaining. Applying neuroscience principles, FMCS moves participants from a spontaneous emotional mind-set to a problem solving state of mind. Using flip charts, post-it notes and other visual aids, the Affinity Model actively engages parties to identify issues, clarify interests, and construct a zone of possible agreement. This panel will discuss the benefits of this new approach and explore its application to the resolution of labor and employment disputes.

Discrimination, Harassment and Retaliation

• 8:00 am – 9:15 am
Transgender Issues in the Workplace
Cospersoned by ABA Commission on Sexual Orientation and Gender Identity
While the public is more aware of transgender issues, bias and bigotry still exist, particularly in the workplace. Studies have shown that transgender individuals experience a more difficult time securing and maintaining employment despite their talents and abilities. Once an employee discloses their plan for gender transition, the workplace may become emotionally charged during this transition. For example, the issue of which bathroom a transgender employee can use is a hot topic for debate and litigation. This panel will discuss the latest developments in the law, including legal requirements for accommodating and protecting transgender employees while also addressing the concerns of co-workers and employers.

PANELISTS:
Duncan Crabtree-Ireland, SAG-AFTRA, Los Angeles, CA
Lori D. Ecker, Law Office of Lori D. Ecker, Chicago, IL
Shannon Price Minter, National Center for Lesbian Rights, San Francisco, CA
Justin Mulaire, U.S. Equal Employment Opportunity Commission, Chicago, IL
Michele E. Phillips, Jackson Lewis P.C., White Plains, NY

• 11:15 am – 12:30 pm
When Title VII Meets Title IX: Gender-Related Classroom Conflicts
Cospersoned by ABA Commission on Women in the Profession
The number of cases filed under Title IX of the Education Amendments is exploding. Title IX provides that “No person in the
Title IX provides that “No person in the...
excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance . . . .” At what point does a school employee have rights under both Titles VII and IX? The panel will discuss the extent these laws co-exist and diverge, when Title VII pre-empts Title IX, and strategies to be employed by both plaintiff and defense counsel in pursuing their respective interests.

**PANELISTS:**
Mohammed J. Lakhani, Clark Hill PLC, Chicago, IL
Emma Leheny, NEA, Washington, DC
Adele Rapport, U.S. Department of Education, Chicago, IL
Kim Turner, Gender Equity & LGBT Rights Program and the Fair Play for Girls in Sports Project, San Francisco, CA
Julie Heuberger Yura, Lake Forest College, Lake Forest, IL

* 2:15 pm – 3:30 pm
**OFCCP: A View from the Trenches**
This panel will discuss the impact of OFCCP’s recent initiatives – such as the new LGBT rules, pay secrecy rules, and strengthened protections of veterans and people with disabilities – as well as OFCCP’s enforcement efforts. Topics of discussion will include: What trends are DOL seeing in its outreach, investigatory and litigation efforts? How have federal contractors responded? What advice should attorneys give to employers, unions, or employees in light of these developments?

**PANELISTS:**
Jon A. Geier, Paul Hastings, Chicago, IL
Elizabeth Nadeau, Law Office of Elizabeth Nadeau, Washington, DC
Consuela A. Pinto, U.S. Department of Labor, Washington, DC

**Immigration and Human Trafficking**
* 11:15 am – 12:30 pm
**Compelling Companies to be Agents of Change: Regulations Requiring Human Trafficking Prevention and Disclosures**
International Conventions and Laws prohibiting Trafficking in Persons, Child Labor and other forms of forced labor have prohibited and criminalized trafficking activities for years. Many business organizations, however, have not focused on how these issues relate to their own companies, employees, contractors and supply chains. Recent federal, state and international legislative and regulatory developments now require the private sector, including federal contractors, to change their business methods or face significant penalties. Laws like the California Transparency in Supply Chains Act and the UK Modern Slavery Act, as well as federal contractor acquisition regulations, require many companies to take significant steps to prevent trafficking and to address conditions of employment of employees at all levels of their operations. This panel will outline strategies for protecting worker rights and ensuring effective legal compliance strategies.

**PANELISTS:**
Mohammed J. Lakhani, Clark Hill PLC, Chicago, IL
Emma Leheny, NEA, Washington, DC
Adele Rapport, U.S. Department of Education, Chicago, IL
Kim Turner, Gender Equity & LGBT Rights Program and the Fair Play for Girls in Sports Project, San Francisco, CA
Julie Heuberger Yura, Lake Forest College, Lake Forest, IL

* 2:15 pm – 3:30 pm
**What Every Labor and Employment Lawyer Needs to Know about Immigration Law (F)**
Cosponsored by ABA Young Lawyers Division
Whether it is a question arising from the completion of Form I-9 to the effect an acquisition has on an international workforce to discriminatory practices against foreign nationals, immigration law is a growing and pervasive part of every labor and employment law practice. This panel will discuss how understanding this area of the law will allow management attorneys to better represent corporate clients and avoid immigration issues before they become problems. Plaintiffs’ lawyers will learn how to spot potential areas of litigation that fall outside of standard discrimination-based claims. Union lawyers will enhance their understanding of the challenges facing a diverse workforce. Stay ahead of the curve by understanding the immigration curve ball.

**PANELISTS:**
Jonathan Grode, Green & Spiegel LLC, Philadelphia, PA
Seema Nanda, U.S. Department of Labor, Washington, DC

**Labor-Management Relations**
* 8:00 am – 9:15 am
**National Labor Relations Act Case Law Update**
This program will provide a timely and thought-provoking review of the new and important unfair labor practice and representation decisions issued by the National Labor Relations Board, federal appellate courts and the U.S. Supreme Court.

**PANELISTS:**
Johnda Bontley, SEIU, Washington, DC
Anne Purcell, National Labor Relations Board, Washington, DC
Kelsey Sheldon, David Wright Tremaine LLP, Bellevue, WA
• **8:00 am – 9:15 am**
  Negotiation, Mediation and Arbitration Under the Railway Labor Act
  The panel will discuss and demonstrate the various phases and methods of reaching a collective bargaining agreement under the Railway Labor Act. In doing so, the presenters will review some of the common issues and obstacles that may arise in reaching agreement, including regressive bargaining, inability to pay and concessionary agreements, failed ratifications, and lack of authority to bargain. Neutrals will offer practical tips for overcoming such problems and reaching a deal.
  **PANELISTS:**
  Molly Gabel, Alaska Airlines, Inc., Seattle, WA  
  Stephen B. Moldof, Cohen, Weiss and Simons LLP, New York, NY  
  Donald J. Munro, Jones Day, Washington, DC  
  Linda Puchala, National Mediation Board, Washington, DC

• **11:15 am – 12:30 pm**
  Employees Are They Anyway?  
  Under the NLRA: Whose and Contingent Workers  
  In FedEx Home Delivery v. NLRB, the Board

**11:15 am – 12:30 pm**
Meet the NLRB Regional Directors: Get Practical Tips for Success Before the Regions
  Our panel of Regional Directors will discuss what they find important in cases, how they make decisions, and what evidence they find to be most compelling. They will discuss regional practices in investigation and case-handling procedures – including the impact of the new R-case procedures in regional practice.
  **MODERATORS:**
  Benjamin Bodzy, Baker Donelson Bearman Caldwell & Berkowitz, PC, Chicago, IL  
  Pamela Chandran, SEIU Local 121 RN, Pasadena, CA
  **PANELISTS:**
  Julie Gutman Dickinson, Bush Gottlieb, Los Angeles, CA  
  John D. Doyle, National Labor Relations Board, Washington, DC  
  Daniel J. Hewitt, CVS, Woonsocket, RI  
  Marijana Matura, Shulman Kessler, New York, NY  
  Joseph J. Torres, Winston & Strawn LLP, Chicago, IL

• **2:15 pm – 3:30 pm**
  Taking and Defending 30(b)(6) Depositions

  **PANELISTS:**
  Shalanda Ballard, 3M, Minneapolis, MN  
  Eric Kinder, Spilman Thomas & Battle, PLLC, Charleston, WV  
  Matthew H. Morgan, Nichols Kaster, LLP, Minneapolis, MN

**Practice and Professionalism**
• **8:00 am – 9:15 am**
  How to Manage Internal Communications with a Represented Party ($)  
  Cosponsored by ABA Center for Professional Responsibility

  Some employees choose to raise employment concerns and fight their battles on two fronts—using internal reporting mechanisms and using engaged counsel. That can create a sticky wicket for corporate clients—and in-house counsel. ABA Model Rule of Professional Conduct Rule 4.2 addresses communicating with represented parties, and attorneys must be mindful of their obligations under that Rule and the advice they give their clients on communicating with represented employees. Panelists will discuss best practices and, through vignettes, offer advice on how clients can engage in effective internal dispute resolution methods and avoid violations of the Rule.

**Litigation/Class Action**
• **8:00 am – 9:15 am**
  Tyson and the New FRCP Proportionality Standards: Their Impact on Class and Collective Actions

  This past year has had potentially dramatic effects for class and collective action practitioners. First, amendments to FRCP Rule 26 took effect requiring the courts to consider proportionality in discovery. Second, the Supreme Court issued its decision in Tyson addressing the use of statistics in class and collective actions. Have these developments changed class and collective action practice and in what way?
  **PANELISTS:**
  Hon. Mark W. Bennett, U.S. District Court for the Northern District of Iowa, Sioux City, IA  
  Molly Elkin, Woodley & McGillivary LLP, Washington, DC  
  James M. Finberg, Altshuler Berzon LLP, San Francisco, CA  
  Rae Vann, Norris, Tyre, Lampey & Lakis, Washington, DC

  • **10:15 am – 11:30 am**
  Litigation and the New FRCP Proportionality Standards: Their Impact on Class and Collective Actions

  This past year has had potentially dramatic effects for class and collective action practitioners. First, amendments to FRCP Rule 26 took effect requiring the courts to consider proportionality in discovery. Second, the Supreme Court issued its decision in Tyson addressing the use of statistics in class and collective actions. Have these developments changed class and collective action practice and in what way?
  **PANELISTS:**
  Julie Gutman Dickinson, Bush Gottlieb, Los Angeles, CA  
  John D. Doyle, National Labor Relations Board, Washington, DC  
  Daniel J. Hewitt, CVS, Woonsocket, RI  
  Marijana Matura, Shulman Kessler, New York, NY  
  Joseph J. Torres, Winston & Strawn LLP, Chicago, IL

  • **11:15 am – 12:30 pm**
  Meet the NLRB Regional Directors: Get Practical Tips for Success Before the Regions

  Our panel of Regional Directors will discuss what they find important in cases, how they make decisions, and what evidence they find to be most compelling. They will discuss regional practices in investigation and case-handling procedures – including the impact of the new R-case procedures in regional practice.
  **MODERATORS:**
  Benjamin Bodzy, Baker Donelson Bearman Caldwell & Berkowitz, PC, Chicago, IL  
  Pamela Chandran, SEIU Local 121 RN, Pasadena, CA
  **PANELISTS:**
  Julie Gutman Dickinson, Bush Gottlieb, Los Angeles, CA  
  John D. Doyle, National Labor Relations Board, Washington, DC  
  Daniel J. Hewitt, CVS, Woonsocket, RI  
  Marijana Matura, Shulman Kessler, New York, NY  
  Joseph J. Torres, Winston & Strawn LLP, Chicago, IL

  • **2:15 pm – 3:30 pm**
  Taking and Defending 30(b)(6) Depositions

  **PANELISTS:**
  Shalanda Ballard, 3M, Minneapolis, MN  
  Eric Kinder, Spilman Thomas & Battle, PLLC, Charleston, WV  
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  **Practice and Professionalism**
  • **8:00 am – 9:15 am**
  How to Manage Internal Communications with a Represented Party ($)  
  Cosponsored by ABA Center for Professional Responsibility

  Some employees choose to raise employment concerns and fight their battles on two fronts—using internal reporting mechanisms and using engaged counsel. That can create a sticky wicket for corporate clients—and in-house counsel. ABA Model Rule of Professional Conduct Rule 4.2 addresses communicating with represented parties, and attorneys must be mindful of their obligations under that Rule and the advice they give their clients on communicating with represented employees. Panelists will discuss best practices and, through vignettes, offer advice on how clients can engage in effective internal dispute resolution methods and avoid violations of the Rule.
Public Sector

• 2:15 pm – 3:30 pm
Bargaining in Post-Recession Years

The 2008 Great Recession brought us public budget tightening, reductions in force and shared sacrifices in wages and benefits. Now that the economy has leveled, what has been the impact in public sector negotiations? How have state laws changed with respect to subjects of bargaining in response to the recession? What has been the effect of the increase in the number of “right to work” states? How will the decision by the US Supreme Court in Friedrichs v. California Teachers Association regarding the constitutionality of fair share provisions in public sector collective bargaining agreements impact how unions are financed, how unions deliver services, and which party is successful in national partisan politics? What is different about negotiating in 2016 from 2006 and what strategies have both management and labor employed to their satisfaction? Has there been any impact in impasse resolution decisions?

PANELISTS:
- Tiffany Benfer, Hardwick Benfer, LLC, Doylestown, PA
- Michelle D. Craig, Transcendent Legal, New Orleans, LA
- Scott R. Koch, JPMorgan Chase, Chicago, IL
- Brenda Sutton-Wills, California Teachers Association, Santa Fe Springs, CA

• 11:15 am – 12:30 pm
The Law Firm as an Employer: Employee vs. Contractor and Exempt vs. Non-Exempt

Lawyers need to be smart about hiring decisions and the employment status of those working for your law firm to avoid serious legal hurdles down the road. This presentation will help you steer clear of potential pitfalls and in particular an audit by the U.S. Department of Labor. What is the test for this? When must you pay overtime to a staff person? Can paralegals or administrative assistants ever be considered exempt? Other concerns arise when you use a contract worker as opposed to an employee, including malpractice insurance, confidentiality and ethics issues. Cutting costs may be important, but it requires care. Learn how to avoid some serious pitfalls.

PANELISTS:
- Hon. M. Patricia Smith, U.S. Department of Labor, Washington, DC
- Amber L. Cox, Laner Muchin, Chicago, IL
- Ryan A. Hagerty, Asher Gittler & D’Alba, Ltd., Chicago, IL
- Kevin J. Stoops, Sommers Schwartz, P.C., Southfield, MI

Wage and Hour

• 8:00 am – 9:15 am
Current Implications of the Fissured Workplace

The Fissured Workplace argues that corporations have used outsourcing to shed obligations that they previously had as direct employers, resulting in less safe, more unequal workplaces. Since the book’s release, cases like Uber and Browning Ferris have focused attention on the question of who is an employer. This panel will discuss the costs and benefits of the “on-demand economy” and tackle the question of whether this is the new way of work or just a repackaging of the age-old problem of misclassification.

PANELISTS:
- Dr. David Weil, U.S. Department of Labor, Washington, DC
- Aaron D. Kaufmann, Leonard Carder, Oakland, CA
- Debra Nahrstadt, BP America, Inc., Chicago, IL
- Maneesh Sharma, AFL-CIO, Washington, DC

• 11:15 am – 12:30 pm
Calculating Overtime Damages in Wage and Hour Cases

Experienced practitioners discuss court rulings applying different approaches to calculating damages in wage and hour cases, including how to calculate damages in preparation for mediation, whether overtime pay damages in misclassification cases should be calculated at a half-time or one and one-half time rate.

PANELISTS:
- J. Derek Braziel, Lee & Braziel, LLP, Dallas, TX
- David M. Ricksecker, Woodley & McGilvary LLP, Washington, DC
- David J. Tanury, U.S. Department of Labor, Chicago, IL
- Jennifer T. Williams, Cozen O’Connor, Miami, FL

• 2:15 pm – 3:30 pm
Compensable Time

In this advanced level program, wage and hour experts will discuss the evolution of compensable time under the Fair Labor Standards Act and Portal-to-Portal Act over the last ten years, including the major court decisions (Alvarez, Sandifer and Busk) during that period, and discuss considerations related to the trail of class cases on these issues. Will new technology like email, text messages and smartphones bring about a new generation of compensable time cases?

PANELISTS:
- James Kan, Goldstein, Borgen, Dardarian & Ho, Oakland, CA
- Jennifer Keating, Leonard Carder, LLP, Oakland, CA
- Jackie Rolfs, Honeywell International, Inc., Golden Valley, MN
- Kevin Wilemon, U.S. Department of Labor, Chicago, IL

Whistleblower

• 2:15 pm – 3:30 pm
Advising Clients throughout the Whistleblower Investigation: A Candid Discussion Regarding the Complex Issue of How Lawyers Work with their Clients

Highly experienced panelists have agreed to candidly discuss complex issues that arise with their clients throughout the whistleblower investigative process, especially when a private whistleblower retaliation case runs parallel to a government investigation. The panel will address: 1) how they prepare their clients to participate in an investigative interview, internally or with the government; 2) how they work with their clients regarding document preservation and presentation during an investigation; 3) when they decide to be visibly involved in the investigative process, in contrast to providing background advice; 4) how they decide the path a complaint should take; 5) how they advise their clients to respond to agency inquiries without waiving privilege; and 6) whether and how they advise their clients to take remedial actions, as well as determining the timing for and communications about those actions.

PANELISTS:
- Lynne Bernabei, Bernabei Kabat, PLLC, Washington, DC
- Mark Hanna, Murphy Anderson PLLC, Washington, DC
- Daniel J. Hurson, Law Offices of Daniel J. Hurson, Washington, DC
- Arian June, WilmerHale, Washington, DC
- Marcia Narine, St. Thomas University School of Law, Miami, FL

(Continued on page 14)
Wednesday, November 9

2:00 – 8:00 pm
Conference Registration

4:30 – 5:00 pm
Law Student Orientation

5:00 – 6:00 pm
First-Time Attendee/New Section Member Orientation

6:00 – 8:00 pm
Welcome Reception and Committee Expo

Thursday, November 10

7:00 – 8:00 am
Continental Breakfast and Registration

8:00 – 9:15 am
- Diligence vs. Perfection: Maintaining High Ethical Standards While Avoiding Burnout
- Getting Paid: From Judgment or Settlement to the Bank
- The New Standards on Sharing Wage and Other Confidential Information in the Workplace: Any Effect or Impact?
- Update on Purple Communications: Implementation Issues for Unions, Employees and Employers
- When Immigration and Employee Protection Laws Collide

9:30 – 9:45 am
Welcome and Introductions

11:15 am – 12:30 pm
- Class Action Settlements: Strategies in Pursuing and Negotiating Class and Collective Settlements
- A Legal Primer on the Law and Practice of Corporate Governance
- Meet the National Labor Relations Board: Insider’s Perspective
- New White Collar Exemption Regulations: Then and Now
- Protection of Rights under ERISA and ACA: Claims of Interference, Discrimination and Retaliation
- Reducing the Risk of Workplace Violence
- Religious Accommodation in Today’s Workplace
- The Yates Memorandum and Its Impact on Corporate Executives One Year Later

12:30 pm – 2:15 pm
Diversity Luncheon

Friday, November 11

7:00 – 8:00 am
Continental Breakfast and Registration

8:00 – 9:15 am
- Arbitration of Statutory Discrimination Claims
- Defending and Attacking a Restrictive Covenant
- How to Manage Internal Communications with a Represented Party
- Current Implications of the Fissured Workplace
- National Labor Relations Board Case Law Update

2:30 – 3:45 pm
- Are You Smarter than a 1-L?
- A Conversation with the NLRB General Counsel and Deputy General Counsel
- Recent Developments in Class Certification/Decertification
- Return to Work Issues
- Tipping Points: Should the Law on Tipping Stay or Go?
- Trends in Leave Law at the State and Local Level
- 25 Years after the Civil Rights Act of 1991: Reflections on “Reform” Legislation
- What Every Labor and Employment Lawyer Needs to Know about Workers’ Compensation

4:00 – 5:15 pm
Plenary Session: Maximizing the Millennial Workforce

5:15 – 6:00 pm
Standing Committee Business Meetings

6:30 – 7:00 pm
Young Lawyers Networking Reception

7:00 – 10:00 pm
Diversity and Inclusion Networking Reception at House of Blues

9:45 – 11:00 am
Plenary Session: Closing the Gap: Do Women and Men Need to “Lean In” Together?
11:15 am – 12:30 pm
- Calculating Overtime Damages in Wage and Hour Cases page 11
- Compelling Companies to be Agents of Change: Regulations Requiring Human Trafficking Prevention and Disclosures page 9
- "Just Culture" Policies: What You Need to Know page 14
- The Law Firm as an Employer: Employee vs. Contractor and Exempt vs. Non-Exempt page 11
- Mediation of the Most Difficult Cases and How They Settle page 8
- Taking and Defending 30(b)(6) Deposits page 10
- When Title VII Meets Title IX: Gender-Related Conflicts page 8

12:30 – 2:00 pm
Pro Bono Luncheon

12:30 – 2:00 pm
In-House Corporate Counsel Luncheon
(In-House Corporate Counsel only)

2:15 – 3:30 pm
- Advising Clients throughout the Whistleblower Investigation: A Candid Discussion Regarding the Complex Issue of How Lawyers Work with their Clients page 11
- Bargaining in Post-Recession Years page 11

3:45 – 5:00 pm
Plenary Session: Law Enforcement Labor Relations Post-Ferguson

6:00 – 8:00 pm
Conference Reception at The Field Museum page 18

Saturday, November 12

7:00 – 8:00 am
Continental Breakfast and Registration

8:00 – 9:15 am
- Confidentiality, Waivers and Similar Settlement Agreement Provisions Under Scrutiny: Tell Me about Your Separation Agreement page 17
- The Evolving Law of Successorship in Business Transactions page 15
- The Gig Economy: Alternative Working Relationships around the Globe page 15
- How the December 2015 FRCP Revisions Have Impacted, Changed and Affected Discovery Practice page 16
- Litigating/Arbitrating Collective and Class Action Wage and Hour Cases page 16
- Managing Employees with Discrimination and Other Complaints page 14
- Off-Duty Conduct of State and Local Government Employees page 16

9:30 – 10:45 am
- Mergers, Integrations and RIFs: Strategies from Employer, Unions and Employee Representatives page 17
- Compensable Time page 11
- Meet the NLRB Regional Directors: Get Practical Tips for Success Before the Regions page 10
- A New Tool for Today's Complex Negotiations: To Affinity and Beyond page 8
- OFCCP: A View from the Trenches page 9
- Pay Equity in Practice: What Works? page 14
- What Every Labor and Employment Lawyer Needs to Know about Immigration Law (F) page 9

11:00 am – 12:15 pm
- A Call to Action page 14
- Recent Developments in Whistleblower Protection Law page 16
- The NLRB Returns to M.B. Sturgis: Miller & Anderson Says Bargaining Units May Include More than One Employer page 16
- Title VII Litigation and Employee Benefit Issues: What Every Employment Attorney Should Know (F) page 15

11:00 am – 12:15 pm
- Bias, Prejudice & Harassment in the Legal Profession: A Proposal for a New Rule (E) page 16
- Employment Law Issues for Veterans in the Workforce (F) page 17
- Helping Your Clients Understand and Accommodate Invisible Disabilities page 14
- Investigating Class and Systemic Claim page 16
- Legal Issues in an Aging Workforce: Beyond the ADEA page 15
- Trying Whistleblower Retaliation Cases page 17
- Whistleblowing Legislation in the U.S. and Canada: A Comparative Analysis page 15

12:30 – 2:00 pm
Careers in Labor and Employment Law: A “How To” Exploration of Options and Advice for Law Students on Finding the Right Job page 18
Workplace Problems and Solutions

8:00 am – 9:15 am
Defending and Attacking a Restrictive Covenant
There are many considerations that can affect the terms and provisions of a restrictive covenant. However, if the intent is to create the greatest likelihood of enforceability, what considerations would be paramount in this process? Similarly, how should legal counsel for an individual approach these same issues? This panel of skilled practitioners will address the more advanced issues in creating and defending covenants based on the litigation perspective, including issues like choice of law, nature of the restriction, and defining the protected interest.

**PANELISTS:**
Hon. Bernice B. Donald, U.S. Court of Appeals for the Sixth Circuit, Memphis, TN
Katie Bunch, JPMorgan Chase, Chicago, IL
Stephen E. Fox, Polsinelli, Dallas, TX
Marisa Warren, Pedowitz & Meister, LLP, New York, NY

11:15 am – 12:30 pm
“Just Culture” Policies: What You Need to Know
Employers are increasingly implementing “Just Culture” or similar policies intended to promote safe practices and behavior in the workplace. Some of these programs have replaced “zero tolerance” and similar programs that have been used to promote safe and compliant behavior by employees. What are Just Culture programs about, who uses them, and what legal issues are involved in supporting or challenging “Just Culture”-style programs. What are the criticisms of such programs from the perspective of employee and union representatives? Do these programs present a developing trend in the relationship between employers, employees and unions?

**PANELISTS:**
Alexandra Freemire, SG Collaborative Solutions, LLC, Framingham, MA
Gregory A. Hearing, Thompson, Sizemore, Gonzales & Hearing, P.A., Tampa, FL
Megann McManus, Meyer, Suozzi, English and Klein, P.C., New York, NY
Marisa Warren, Pedowitz & Meister, LLP, New York, NY
Kathleen A. Yodice, Law Offices of Yodice Associates, Frederick, MD

2:15 pm – 3:30 pm
Pay Equity in Practice: What Are Employers Doing, What Can They Do, and What Works?
For many employers today, there is a large focus on providing both diversity in the workplace and demonstrating pay equity practices to employees and the general public. This panel will explore specific practices that are implemented both to comply with federal, state or local laws as well as the legality of additional practices that may go beyond those requirements.

**PANELISTS:**
Rachel Geman, Lieff Cabraser Heimann & Bernstein, LLP, New York, NY
Samantha C. Grant, Mitchell Silberberg & Knupp LLP, Los Angeles, CA
Wendy L. Kahn, Zwerdling, Paul, Kahn & Woly PC, Washington, DC
Tamika Lynch, Siemens, Buffalo Grove, IL
Paul F. White, Resolution Economics, Washington, DC

9:30 am – 10:45 am
Rebooting Harassment Prevention: A Call to Action
In June 2016, EEOC Commissioners Chai R. Feldblum and Victoria A. Lipnic issued a report as Co-Chairs of the Select Task Force on the Study of Harassment in the Workplace. The report presents a sober picture of harassment in the workplace, the failure of most employees to complain, and some limitations of current anti-harassment training. The report also offers compelling reasons to fight harassment and suggests concrete ways to do so, including identifying best practices for policies and procedures and suggestions for new training. Several members of the Select Task Force, together with Commissioner Feldblum, will discuss the report and ideas aimed at “rebooting” harassment prevention efforts.

**PANELISTS:**
Manuel Cuevas-Trisán, Motorola Solutions, Inc., Chicago, IL
Brenda Feis, Feis Gaddy LLC, Chicago, IL
Joseph M. Sellers, Cohen Milstein Sellers & Toll PLLC, Washington, DC
Patricia A. Wise, Niehaus, Wise & Kalas Ltd, Toledo, OH

Saturday, November 12

Discrimination, Harassment and Retaliation

8:00 am – 9:15 am
Managing Employees with Discrimination and Other Complaints
This program will discuss the challenges associated with current employees who have reported allegations of discrimination or are considered whistleblowers. The panelists will provide recommendations regarding do’s and don’ts for current employees who wish to stay and tactics for negotiating exit strategies for those who wish to leave. The panelists also will discuss ways that employers can manage the risk associated with retaliation and the impact of recent court decisions applying the cat’s paw theory of liability to retaliation cases.

**PANELISTS:**
Stacey A. Campbell, Campbell Litigation, P.C., Denver, CO
Virginia “Ginger” Hardwick, Hardwick Benfer, LLC, Doylestown, PA
Donna Hughes, Impax Laboratories, New York, NY
Rebecca Yee, SEIU Local 721, Los Angeles, CA

11:00 am – 12:15 pm
Helping Your Clients Understand and Accommodate Invisible Disabilities
Do we as counsel really understand what invisible, or hidden disabilities, are? Do we understand chronic illness? Chronic pain? Do we know how to successfully manage them in our own workplaces? As our workforce ages, this issue grows even more crucial. The panel will introduce the most common hidden disabilities to the participants, discuss appropriate ways to engage with employees with hidden disabilities and offer various accommodation techniques and resources. Participants should leave having a “toolkit” to address these issues on a broad spectrum.

**PANELISTS:**
Alisa Arnof, Sclambrino & Arnoff LLP, Chicago, IL
Kathleen Phair Barnard, Schwerin Campbell Barnard Iglititz & Lavitt LLP, Seattle, WA
Tracie DeFreitas, Job Accommodation Network, Morgantown, WV
Brett Rawitz, U.S. Foods, Chicago, IL
Employee Benefits

9:30 am – 10:45 am
Title VII Litigation and Employee Benefit Issues: What Every Employment Attorney Should Know (F)

Cosponsored by ABA Young Lawyers Division

The purpose of this program is to assist employment attorneys in identifying and addressing employee benefit issues and claims that arise during Title VII cases.

PANELISTS:
- Robert W. Rachal, Proskauer Rose LLP, New Orleans, LA
- Joanne Roskey, U.S. Department of Labor, Washington, DC
- Mary Ellen Signorille, AARP Litigation, Washington, DC

International

8:00 am – 9:15 am
The “Gig” Economy: Alternative Working Relationships around the Globe

Ever since “app-driven” business models “disrupted” the taxi industry, significant attention has shifted to businesses that rely on “zero hours” contracts, contingent workers, or “on-demand” models (which claim to have no employees at all). These businesses, which challenge fundamental tenets of the employer/employee relationship, have been praised but also have encountered a firestorm of opposition from government regulators, class action litigators, labor unions and others who regard the “gig” economy as an expanding threat to worker security and workplace stability. This panel will analyze the future of these alternative work models in various countries in light of these clashing interests.

PANELISTS:
- Rubén Agote, Cuatrecasas Gonçalves Pereira SLP, Barcelona, Spain
- Sharon Block, U.S. Department of Labor, Washington, DC
- Danny J. Kanfer, Borden Ladner Gervais, Montréal, QC
- Loni Mahanta, Lyft, San Francisco, CA
- Steven M. Swirsy, Epstein Becker Green, New York, NY

9:30 am – 10:45 am
Paid Leave and Other Protections for Employees with Caregiver Responsibilities under Laws, Employment Contracts and Collective Bargaining Agreements around the World

A movement is underway in the United States to promote caregiver rights in the workplace. At the same time, there is much discussion in the United Kingdom regarding work/life balance. This panel will discuss the laws and employer practices impacting caregivers at work around the world, including: What legal standards exist concerning caregiver rights in different countries? What actions are employer and advocacy groups taking that impact these rights? How do employment agreements and collective bargaining agreements impact such rights?

PANELISTS:
- Susanne Burri, Utrecht Law School, Utrecht, Netherlands
- Bryan Dunne, Matheson, Dublin, Ireland
- Bromwyn McKenna, UNISON, London, United Kingdom
- Devjani Mishra, Alexion Pharmaceuticals, Inc., New Haven, CT
- Clare Murray, CM Murray LLP, London, United Kingdom
- Catherine K. Ruckelshaus, National Employment Law Project, New York, NY

11:00 am – 12:15 pm
Whistleblowing Legislation in the U.S. and Canada: A Comparative Analysis

The panel will present a comparative analysis of whistleblower statutes and case law in Canada and the United States, in both the public and private sectors, with a discussion including management and union/employee representatives from both jurisdictions. The panelists also will address specific issues and challenges for workplace parties in both countries.

PANELISTS:
- Mike Delikit, Orrick Herrington & Sutcliffe LLP, New York, NY
- Danilo Di Vincenzo, Le Corre and Associates, LLP, Montréal, QC
- Ronald A. Pink, Pink Larkin, Halifax, NS
- Jordan A. Thomas, Labaton Sucharow, New York, NY
9:30 am – 10:45 am

The NLRB Returns to M.B. Sturgis: Miller & Anderson Says Bargaining Units May Include More than One Employer

On the heels of the NLRB’s Browning-Ferris decision (changing the joint employment standard), the NLRB recently overturned its Oakwood Care Center decision in Miller & Anderson. This panel will explore the implications of the Board’s decision to return to the M.B. Sturgis bargaining unit standard, which allows a single bargaining unit to include employees of both a “user employer” and “supplier employer.”

PANELISTS:
Stanley A. Gosch, Rosenblatt & Gosch PLLC, Greenwood Village, CO
Lindbergh Porter, Littler Mendelson PC, San Francisco, CA
Fredric Roberson, National Labor Relations Board, Indianapolis, IN

Litigation/Class Action

8:00 am – 9:15 am

How the December 2015 FRCP Revisions Have Impacted, Changed and Affected Discovery Practice, including E-Discovery

This program will discuss how the December 2015 changes to the FRCP have impacted and changed discovery and will provide guidance regarding litigation strategies for obtaining, limiting, and negotiating the scope of discovery in light of the new rules, with a special eye towards e-discovery requests in the ESI era.

PANELISTS:
Hon. Jay C. Gandhi, U.S. District Court for the Central District of California, Los Angeles, CA
Daniel L. Bonnett, Martin & Bonnett PLLC, Phoenix, AZ
Gary B. Eidelberg, Saul Ewing LLP, Baltimore, MD
Richard T. Seymour, Law Offices of Richard T. Seymour, Washington, DC

9:30 am – 10:45 am

The Pursuit of Compromise: An Examination of Settlement Strategies and Techniques in Single-Plaintiff Litigation (F)

Cosponsored by ABA Young Lawyers Division

Although most claims are resolved through settlement, attention to effectively and efficiently steering a case toward a negotiated resolution often takes a back burner to the press of litigation. This panel will explore settlement strategies in individual litigation, including the proper use, valuation and timing of offers of compromise, strategy and timing for alternative dispute resolution, how much pre-settlement formal and informal discovery is sufficient, insurance considerations and general negotiation strategies.

PANELISTS:
Lisa J. Banks, Katz, Marshall & Banks, LLP, Washington, DC
Brian J. LaClair, Blitman & King LLP, Syracuse, NY

11:00 am – 12:15 pm

Investigating Class and Systemic Claims

The stakes are high in class and systemic cases and for both the company and putative class counsel, and determining whether class claims or liability exists is crucial to charting a course of action. This panel will discuss how to properly investigate class claims and determine whether a viable class or collective action exists. The panel also will provide pre-litigation strategies for vetting potential class actions and discuss best practices.

PANELISTS:
Joon Fife, Winston & Strawn LLP, San Francisco, CA
Douglas L. Steele, Woodley & McGillivray LLP, Washington, DC
Juno Turner, Outten & Golden LLP, New York, NY

Practice and Professionalism

11:00 am – 12:15 pm

Bias, Prejudice & Harassment in the Legal Profession: A Proposal for a New Rule (E)

Cosponsored by ABA Center for Professional Responsibility

The Comment to ABA Model Rule of Professional Conduct Rule 8.4 states that an attorney who, in the course of representing a client, manifests bias or prejudice based on race, sex, religion, national origin, disability, age, sexual orientation or socioeconomic status, may be unethical. Some states have incorporated this language into their versions of the misconduct rule. At the other extreme, some critics state that the comment lacks sufficient breadth or clarity, and that it serves no purpose because any words or conduct that are prejudicial to the administration of justice violate the misconduct rule. The ABA Standing Committee on Ethics and Professional Responsibility is currently considering an amendment that would substantially change this language in several ways. The proposed amendment would move the text from the Comment to the Rule, more clearly describe the prohibited conduct, expand the reach of the Rule, and remove the exception for conduct that is not prejudicial to the administration of justice. Join this panel as it discusses the pros and cons and what practical impact the change would have on an attorney’s responsibilities.

PANELISTS:
James F. Allmendinger, NEw Hampshire, Concord, NH
Paula J. Frederick, State Bar of Georgia, Atlanta, GA
Wendi S. Lazar, Outten & Golden LLP, New York, NY
Myles V. Lynk, Arizona State University College of Law, Phoenix, AZ
Dayna E. Underhill, Holland & Knight LLP, Portland, OR

Public Sector

8:00 am – 9:15 am

Off-Duty Conduct of State and Local Government Employees

Public employees are under such constant scrutiny that regulation of off-duty conduct is expected. But does the discipline differ if the employee who was arrested for DUI is a teacher, a water clerk or a police officer? Does it change if the charge is domestic violence? Public intoxication? The public might “expect more” from all public employees, but are there instances where that expectation is not just (as in “just cause”)?

PANELISTS:
Emily H. Martin, Washington Public Employment Relations Commission, Seattle, WA
Gary L. Bailey, Illinois FOP Labor Council, Western Springs, IL
Mark L. Olson, Buelow Vetter Buikena Olson Vlet, LLC, Milwaukee, WI

Wage and Hour

8:00 am – 9:15 am

Litigating/Arbitrating Collective and Class Action Wage and Hour Cases

Panelists will discuss the most recent developments related to litigation of wage and hour collective and class action cases, which may include the overtime exception under FLSA §7(1), trial by representative proof, use/need for experts, trial by formula,
Workplace Problems and Solutions

• 8:00 am – 9:15 am
Confidentiality, Waivers and Similar Settlement Agreement Provisions Under Scrutiny: Tell Me about Your Separation Agreement
Increasingly, enforcement and regulatory agencies are challenging confidentiality provisions as part of settlement or release agreements. This panel will explore whether certain waivers of rights, confidentiality, non-disparagement and covenants not to sue or cooperate are valid in light of recent decisions by the courts as well as actions taken by agencies such as the EEOC, SEC and NLRB.
Our panel will review the state of the law as well as explore best practices to avoid further disputes about these types of provisions.

PANELISTS:
Lori L. Deem, Outten & Golden LLP, Chicago, IL
Gregory Gochanour, U.S. Equal Employment Opportunity Commission, Chicago, IL
Jennifer Kroll, Martin and Bentz PLLC, Phoenix, AZ
Anne-Marie V. Welch, Clark Hill PLC, Detroit, MI

• 9:30 am – 10:45 am
Mergers, Integrations and RIFs: Strategies from Employer, Unions and Employee Representatives
This panel will review the current legal issues that arise when advising employers, unions and individuals when a business is undergoing a merger, consolidation or integration with another entity, and the reductions in force as part of settlement or release agreements. This panel will explore whether certain waivers of rights, confidentiality, non-disparagement and covenants not to sue or cooperate are valid in light of recent decisions by the courts as well as actions taken by agencies such as the EEOC, SEC and NLRB. Our panel will review the state of the law as well as explore best practices to avoid further disputes about these types of provisions.

PANELISTS:
Carol J. Garvan, Johnson Webbert Young, Bangor, ME
Julie Stahr, Schiff Hardin LLP, Chicago, IL
Alvin Velazquez, SEIU, Washington, DC
Nicole M. Walthour, International Paper, Memphis, TN

• 11:00 am – 12:15 pm
Employment Law Issues for Veterans in the Workplace (F)
Cospresented by ABA Young Lawyers Division
This panel will review the key fundamental protections afforded to veterans in the workplace. The latest developments on USERRA including new regulations and compliance efforts as well as the federal contractor tool kit will be reviewed. What strategies are employers using to comply with the new standards as well as create employment opportunities for veterans? The panel also will explore the latest developments and legal trends for veterans with post-traumatic disorders, 9/11 recovery workers and veterans with other disabilities.

PANELISTS:
Andrew Braniiff, U.S. Department of Justice, Washington, DC
Brian Clauss, John Marshall Law School, Chicago, IL
Kenneth R. Harrison, Sr., Sugarman & Susskind, P.A., Coral Gables, FL
Esther G. Lander, Akin Gump Strauss Hauer & Feld LLP, Washington, DC
Kathryn Piscitelli, Attorney at Law, Orlando, FL

• 12:30 pm – 2:00 pm
The College of Labor & Employment Lawyers
A Theatrical Post-Trial View of a Sexual Harassment Case: Perspectives (E)
Through the vehicles of both a short one-act play featuring the participants in a sexual harassment trial and a moderator-led panel discussion among a judge, arbitrator, former litigant and attorneys representing employees and management, the program will explore the obligation of trial attorneys to fully understand how the courtroom participants (the judge, the jury, the attorneys and their clients, and the witnesses) view an emotionally charged trial, focusing, in important part, on the adverse effect of incivility and a lack of professionalism in the courtroom and the arbitration forum. The following interactive audience discussion will be directed toward eliciting “war stories” of the horrors about players in the litigation scenario losing appropriate “perspective.”

MODERATOR:
Martin H. Malin, Chicago-Kent College of Law, Chicago, IL

PANELISTS:
Hon. Rebecca R. Pahlmeyer, U.S. District Court for the Northern District of Illinois, Chicago, IL
Richard J. Gonzalez, Chicago-Kent College of Law, Chicago, IL
Kristen E. Michaels, McDermott Will & Emery, Chicago, IL
Lisa B. Moss, Carmell Charone Widmer Moss & Barr, Ltd., Chicago, IL
Jeanne Charles Wood, Wood ADR, Chicago, IL and Miami, FL
Networking and Social Events

Wednesday, November 9

• 4:30 – 5:00 p.m.  
**Law Student Orientation**  
Law student attendees are invited to mingle with each other and members of the Outreach to Law Students Committee and Section Leadership prior to the start of the Conference. This event will offer students a casual introduction to the ins and outs of the Annual Section Conference.

• 5:00 – 6:00 pm  
**First-Time Attendee/ New Section Member Orientation**  
If you are a new member of the Section of Labor and Employment Law or if this is your first Section meeting, join your peers for an overview of what you should know about the Section and how to get the most benefit from attending the Conference.

• 6:00 – 8:00 pm  
**Welcome Reception and Committee Expo**  
All attendees are invited to meet, greet and network during this opening reception at the Sheraton Grand Chicago Hotel. Section Committees will provide information about publications, services and programs they provide to labor and employment lawyers.

Thursday, November 10

• 5:15 – 6:00 pm  
**Standing Committee Business Meetings**  
Section of Labor and Employment Law Standing Committees will conduct business meetings in an informal setting.

• 6:30 – 7:00 pm  
**Young Lawyers Networking Reception**  
Members of the ABA Young Lawyers Division are invited to a special networking reception from 6:30 – 7:00 p.m. in the Foundation Room at the House of Blues.

• 7:00 – 10:00 pm  
**Diversity and Inclusion Networking Reception**  
*Presented by ABA Diversity in the Legal Profession Committee*  
Join us for a social and networking reception to support the Section’s diversity and inclusion initiatives focusing on lawyers of color; female lawyers; lesbian, gay, bisexual and transgender lawyers; and lawyers with disabilities. The reception will take place at the House of Blues and will feature great food, drinks and live entertainment.

Friday, November 11

• 6:00 – 8:00 pm  
**Conference Reception at The Field Museum**  
Join with old friends and new to celebrate the 10th Annual Labor and Employment Law Conference at the magnificent Field Museum. Guests will be able to tour the wonderful exhibits from 6:00 pm until 9:00 pm.

Saturday, November 12

• 12:30 – 2:00 pm  
**Careers in Labor and Employment Law: A “How To” Exploration of Options and Advice for Law Students on Finding the Right Job**  
If you are considering a career in labor and employment law, come meet, talk and dine with leading labor and employment lawyers who will share their diverse perspectives and their real-life experiences practicing on behalf of management, unions and plaintiffs or serving as government attorneys or neutrals. Not only will you learn about the extremely varied career options open to labor and employment lawyers, you will receive concrete practical advice on how to get into the area that interests you, whether it is a big firm practice, a union legal staff, a boutique management or plaintiff’s firm, a federal or state regulatory agency or a corporate in-house position.
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Law Office of Sue E. Kellerman
Rothman, Uckan, Spencer, Picard & Congemi

*If you are interested in sponsoring the Conference, contact Elizabeth Sherman at Elizabeth.Sherman@americanbar.org, 312-988-6142.
Registration
The registration fees cover the Wednesday Welcome Reception, Thursday Diversity and Inclusion Reception, Friday Conference Reception, continental breakfasts, refreshment breaks and attendance at all CLE sessions. The Spouse/Guest fee of $75 (no charge for children under 18) covers the Wednesday, Thursday and Friday evening receptions. You are encouraged to register online at www.ambar.org/laborconference. The deadline for receipt of advance registration to appear on the Conference roster is October 14, 2016.

Cancellations
Registration fees are refundable, less a $50 administrative fee, for written cancellations received in the Section office by October 14, 2016.

Hotel Information
We have negotiated special rates at the Sheraton Grand Chicago Hotel:

Sheraton Grand Chicago Hotel
301 East North Water Street, Chicago IL 60611
Phone: 312.464.1000

Rooms are available at the group rate of $249 for Traditional Rooms and $309 for Sheraton Club Rooms. Reservations may be made by contacting the hotel directly at 312.464.1000 or via the hotel reservation link posted on the Conference website at www.ambar.org/laborconference. The reservation deadline for the group rate is October 10, 2016. After this date, or once the group room block has been consumed, the group rates will be subject to availability. Be sure to mention you are attending the “ABA 2016 Annual Section of Labor and Employment Law (LEL) Conference” to receive the special group rates.

Travel Information
With ABA Egencia®, you can automatically obtain ABA negotiated airfare discounts for travel to the ABA Meetings. ABA Egencia enables you to purchase the best airfare at the time of booking, by providing you with the ability to search for and compare fares from virtually every airline serving the destination. Reservations with ABA Egencia can be made online or offline. For offline reservations, call (877) 833-6285. ABA Egencia is available online via ABA Travel Services®. ABA airfare discounts on some carriers may also be obtained by purchasing your tickets under the ABA Discount Codes directly from the airline or through your travel agent.

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Delta Airlines  ABA File Global Meeting Code: NMN7K
  Discount available at www.delta.com
  Online Meeting Event Code: NMN7K

* A Travel Profile is required when booking airline reservations with ABA Egencia.

Continuing Legal Education
The ABA directly applies for and ordinarily receives CLE credit for ABA programs in AK, AL, AR, AZ, CA, CO, DE, GA, GU, HI, IA, IL, IN, KS, KY, LA, MN, MS, MO, MT, NH, NM, NV, NY, NC, ND, OH, OK, OR, PA, SC, TN, TX, UT, VT, VA, VI, WA, WI, and WV. These states sometimes do not approve a program for credit before the program occurs. This course is expected to qualify for 19 CLE credit hours (including 3.75 ethics hours) in 60-minute states, and 22.8 credit hours (including 4.5 ethics hours) in 50-minute states. This transitional program is approved for both newly admitted and experienced attorneys in NY. Attorneys may be eligible to receive CLE credit through reciprocity or attorney self-submission in other states. For more information about CLE accreditation in your state, visit www.americanbar.org/cle/mandatory_cle.html.

Persons with Disabilities
Services for persons with disabilities are available. If special arrangements are required, please notify Judy Stofko at Judy.Stofko@americanbar.org. Reasonable advance notice is requested.

Financial Assistance
Visit the Section of Labor & Employment Law website at www.americanbar.org/laborlaw for information about the Section Development Fund and YLD Fellowship Program opportunities.
Registration Form

ABA Section of Labor and Employment Law

10th Annual Labor and Employment Law Conference
November 9–12, 2016 • Sheraton Grand Chicago Hotel

Mail: ABA Section of Labor & Employment Law
Attn: Service Center – Meeting/Event Registrations Dept.
321 North Clark Street, Chicago, IL 60654

(Please print or type.)

Name ___________________________________________ Badge Name _______________________________________

ABA Membership ID __________________________________ Business Phone ________________________________

Firm/Organization __________________________________________________________________________________________________________

Address __________________________________________________________________________________________________________________

City ____________________________ State/Province_______________________________ Postal Code ______________

Email ____________________________________________________________________________________________________________________

Spouse/Guest Name(s) __________________________________________________________

☐ I am a First-Time Attendee. ☐ I am willing to serve as a Mentor at the Conference.

Affiliation
☐ Employer/Management ☐ Law Student
☐ Union & Employee ☐ Other
☐ Employee/Plaintiff ☐ Judge
☐ Government/Public ☐ Neutral
☐ In-House Corporate Counsel ☐ Academic (Full-Time)
☐ In-House Union Counsel ☐ Solo Practitioner
☐ Neutral ☐ Law Student
☐ Academic (Full Time) ☐ In-House Corporate Counsel
☐ Law Student ☐ Law Student
☐ Judge ☐ Neutral
☐ Other

I Plan to Attend:
☐ Law Student Orientation ☐ Small Firm (<20 lawyers)
☐ First-Time Attendee/ ☐ Neutral (Arbitrator/Mediator)
☐ New Section Member Orientation ☐ Law Student
☐ Welcome Reception ☐ LEL Officer/Council Member
☐ and Committee Expo ☐ Panelist/Moderator
☐ Diversity Luncheon ☐ $75 Spouse/Guest
☐ Diversity and Inclusion Reception ☐ $60 In-House Corporate Counsel Luncheon
☐ Pro Bono Luncheon ☐ (In-House Corporate Counsel only)
☐ Conference Reception ☐ $95 International Committee Dinner
☐ $75 State & Local Government Bargaining Committee Dinner

Registration Rates
(Please circle the applicable rate.)

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☐ $75 Spouse/Guest
☐ $60 In-House Corporate Counsel Luncheon
☐ $95 International Committee Dinner
☐ $75 State & Local Government Bargaining Committee Dinner

Total: $________________

Method of Payment
☐ Enclosed check (made payable to American Bar Association) (Credit card payments accepted online only.)

The deadline for receipt of advance registration forms to appear in the Conference roster is October 19, 2016.
Questions?
Call the Section Office at 312-988-5523 or email laborempllaw@americanbar.org.

*Not a Section of LEL Member? Join online at www.americanbar.org/groups/labor_law.html to register for the Conference at the Section of LEL Member rate.
November 9-12, 2016

10th Annual Labor and Employment Law Conference

Conference Highlights

• Informative and Thought-Provoking Plenary Sessions:
  – Closing the Gap: Do Women and Men Need to “Lean In” Together?
  – Maximizing the Millennial Workforce
  – Law Enforcement Labor Relations Post-Ferguson
  – Recent and Upcoming Supreme Court Labor and Employment Law Rulings, Featuring Tom Goldstein, Appellate Advocate and SCOTUSblog Co-Founder and Publisher

• Reflections on 25 Years after the Civil Rights Act of 1991: “Reform” Legislation

• Conversations with the NLRB General Counsel, Chairman, Members and Regional Directors

• Cutting-Edge Issues in Discrimination, Harassment and Retaliation

• In-Depth Explorations of Workplace Problems and Solutions

• Hot Topics in Litigation, Class Action, Wage and Hour and Whistleblowing