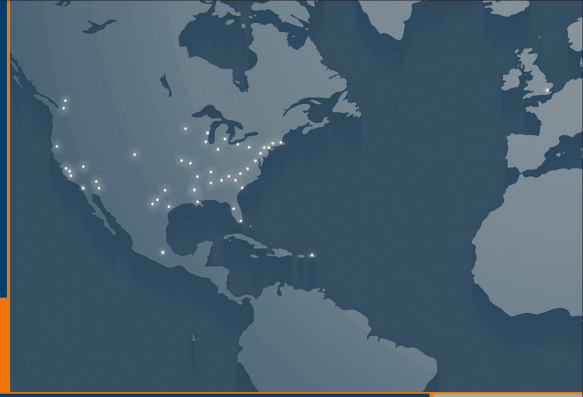




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NEVADA

The Nevada offices of
OGLETREE DEAKINS

present
**MANAGING A WORKFORCE
IN 2017**

**You're
Invited**

March 10, 2017

An informative and educational briefing to
address the latest labor and employment
law topics impacting all employers

LOCATION

Green Valley Ranch Resort, Spa, & Casino
2300 Paseo Verde Parkway
Henderson, NV 89052
(702) 617-7777

DATE AND TIME

Friday, March 10, 2017
7:15 a.m. – 8:00 a.m. Early Bird Session
8:00 a.m. – 4:45 p.m. Program
4:45 p.m. – 5:30 p.m. Cocktail Reception
(Registration and breakfast will begin at 7:00 a.m.)

COST

\$89.00 per person (if registered by February 15, 2017)
\$99.00 per person (if registered on or after February 16, 2017)
(A continental breakfast, lunch, a cocktail reception, and program materials are included.)

REGISTRATION

Register online at www.ogletree.com, or contact Lani States at
(702) 369-6800 or lani.states@ogletree.com.

We have submitted this program to the HR Certification Institute and SHRM for review
and are applying for Nevada CLE credit.

AGENDA

7:15 – 8:00 a.m.

EARLY BIRD SESSION: CALIFORNIA EMPLOYMENT LAW UPDATE

California, with some of the most stringent labor and employment regulations in the country, has historically been a hotbed of employment litigation for local, national, and international corporations. This session will highlight the latest labor and employment law topics impacting all California employers.

Presenter: Guillermo A. Escobedo (San Diego)

8:00 – 8:15 a.m.

OPENING AND WELCOME

8:15 – 9:00 a.m.

FEDERAL LABOR AND EMPLOYMENT LAW UPDATE: AN IN-HOUSE PERSPECTIVE

The preceding eight years have brought about significant policy changes that have altered the manner in which employers, both private and public, conduct business. This panel will provide a recap of the previous administration's impact on policies affecting employers from an in-house organizational perspective as well as take a look forward to the changes that are on the horizon for the Trump administration. Finally, the panel will examine the effect that the prospective changes could have on their operations at the national, regional, and local levels.

Panelists: Kobie Conner, *Vice President, Business Affairs*, 20th Century Fox
Kalin M. Berry, *Senior Counsel – Labor and Employment*, Express Scripts
Elda Luna Sidhu, *General Counsel*, University of Nevada, Las Vegas

9:00 – 9:15 a.m.

BREAK/ROOM CHANGE

BREAKOUT SESSION SERIES ONE—CHOOSE BETWEEN:

9:15 – 10:00 a.m.

WAGE AND HOUR UPDATE: A VIEW TOWARD 2017

State and federal wage and hour laws are poised to evolve significantly given the ongoing injunction postponing the implementation of the U.S. Department of Labor's regulations altering the salary test for exempt employees, and the changing status of state and federal politics. This panel will examine the recent changes in wage and hour law as well as predict laws that may be introduced or altered in the coming months.

Presenters: Alfred B. Robinson Jr. (Washington, D.C.) and Anthony L. Martin (Las Vegas)

9:15 – 10:00 a.m.

ALL EYES ON HEALTH BENEFITS

Employers are, quite understandably, focused on expected ACA revisions and transitions under the new Congress and administration. We will look closely at the latest ACA changes and also focus on other health benefit issues that should not get lost in the ACA shuffle, such as stricter mental health parity standards and EEOC standards on wellness incentives.

Presenters: Timothy J. Stanton (Chicago) and Timothy G. Verrall (Houston)

9:15 – 10:00 a.m.

THE CHANGING FACE OF RESTRICTIVE COVENANTS

The Nevada Supreme Court recently emphasized that employers have only one shot to properly determine the scope of restrictive covenants or they will face the provisions being deemed unenforceable. This development, along with possible increased attention at the state and federal legislative levels, underscores the importance of well-drafted restrictive covenants. This session will discuss some best practices and points of consideration aimed at protecting your organization's interests.

Presenters: Jim Berchtold (Las Vegas) and Dana B. Salmonson (Las Vegas)

10:00 – 10:15 a.m.

BREAK/ROOM CHANGE

BREAKOUT SESSION SERIES TWO—CHOOSE BETWEEN:

10:15 – 11:15 a.m.

NEVADA LEGAL AND LEGISLATIVE UPDATE

The state of Nevada is in the midst of its 2017 legislative session. As has become customary, this session likely will feature numerous proposals that will substantially impact Nevada employers. In addition, the Nevada Supreme Court recently issued several decisions affecting the rights and obligations of employers. This session will provide a timely discussion of these developments and explain how Nevada employers can respond to the potential changes.

Presenters: Brian L. Bradford (Las Vegas) and Molly M. Rezac (Reno)

FRIDAY, MARCH 10, 2017

- 10:15 – 11:15 a.m. **NAVIGATING THE IMMIGRATION LANDSCAPE: EMPLOYMENT CONSIDERATIONS FOR MULTINATIONAL COMPANIES**
In the wake of a tumultuous election where immigration figured as one of the most prominent and hotly-contested issues, and with the January 2017 arrival of a new administration under President-elect Donald Trump and a Republican-controlled Congress, many elements of the nation's immigration system are subject to changes that could hold significant implications for employers. Our speakers will walk attendees through some of the main legislative and regulatory changes on the nation's immigration horizon, comment on their prospects, separate rhetoric and speculation from fact, discuss the fate of former president Obama's contested executive orders on immigration, and highlight the considerations that employers may want to bear in mind to help them prepare their workforces. In addition, our International Practice Group will provide their insights on employment concerns unique to companies that maintain operations and employees overseas.
Presenters: Carson G. Burnham (Boston) and Christopher L. Thomas (Denver)
- 10:15 – 11:15 a.m. **LABOR RELATIONS IN THE TRUMP ADMINISTRATION**
The makeup of the National Labor Relations Board will undoubtedly change under a Trump administration. The ramifications of these changes are not quite as clear. This session will examine the potential substantive changes on the horizon in the next year, including possible relief from the "quickie" election rule, stringent employee handbook standards, the expanding definition of protected concerted activity, and "micro" bargaining units.
Presenters: Thomas Scott Stewart (Las Vegas) and Erica J. Chee (Las Vegas)
- 11:15 – 11:30 a.m. **BREAK/ROOM CHANGE**
- 11:30 a.m. – 12:45 p.m. **LUNCH PRESENTATION: BACK BY POPULAR DEMAND—SPY THE LIE!**
Spy The Lie is an informative and entertaining presentation designed to enhance attendee's skills in detecting deception. The presentation will outline a simple, but enormously effective, deception detection model developed by former CIA officers during their tenure at the agency. The presenter will outline the model and also illustrate, in a very interactive manner, the most reliable deceptive indicators. The presenter will also share examples from her agency experience and the investment arena and business world in general. The session is also structured to allow for questions and answers throughout the presentation.
Presenter: Susan Carnicero, *Founding Partner*, QVerity, Inc.
- 12:45 – 1:00 p.m. **BREAK/ROOM CHANGE**
- AFTERNOON WORKSHOPS—CHOOSE BETWEEN:**
- 1:00 – 4:00 p.m. **EFFECTIVE WORKPLACE INVESTIGATIONS**
This workshop will provide immersive training on best practices for investigating workplace incidents, followed by an interactive workshop to help employers learn to identify and correct the most common investigative mistakes.
Facilitator: Anthony L. Martin (Las Vegas)
- 1:00 – 4:00 p.m. **NAVIGATING THE DEVIL'S TRIANGLE: AN INTERACTIVE EXERCISE IN ADMINISTERING LEAVE UNDER THE ADA, FMLA, AND WORKERS' COMPENSATION LAWS**
Some of the most vexing issues facing in-house counsel and human resources professionals today involve the interplay of the various laws providing leave to employees. Between the Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), workers' compensation laws, military leave requirements, and state and local leave laws, employers are left navigating a complex web of laws. This workshop will review employers' legal obligations and provide practical advice to assist human resource professionals and in-house counsel with maintaining legal compliance.
Facilitator: Suzanne L. Martin (Las Vegas)
- 4:00 – 4:30 p.m. **SPY THE LIE—WRAP-UP**
- 4:30 – 4:45 p.m. **CLOSING AND FINAL DRAWING**
- 4:45 – 5:30 p.m. **COCKTAIL RECEPTION**