

CONFERENCE

21st Annual Employment Law Conference 2018

Everything new affecting your practice

Employment law has seen many changes in the past year, and you won't want to miss this opportunity to efficiently catch up on all of the latest developments, as well as a chance to gain insight about trends on the horizon. MCLE's *21st Annual Employment Law Conference* features expert practitioners who provide you with everything you need to know to keep your employment law practice up-to-date.

Learn about the effect of new statutes, regulations, and MCAD policies and procedures. Hear about current philosophies, assessments, and strategies for dealing with a variety of practical employment law issues. Customize the *Conference* by selecting from among the cutting-edge workshops to best fit your particular needs.

Materials

In addition to a faculty-prepared program book, the materials for this program include MCLE's updated *Employment Law Sourcebook & Citator 2019*, a sourcebook collecting the latest in practice area reference materials—statutes, regulations, and administrative guidelines—and a citator abstracting and analyzing recent decisions of the Massachusetts Commission Against Discrimination (MCAD). With MCLE's supplementation service, new supplements are mailed automatically with an invoice. If you do not wish to subscribe, please note on order form. Additionally, you will receive a compilation of written transcripts of five select employment programs offered during the past year.

Also, there is no need to take extensive notes. Two weeks after the live seminar, all registrants will receive a link to a written verbatim transcript of the recorded sessions of this program.

Dates & Locations

BOSTON

Friday, December 7, 2018
9:00 am–5:00 pm

MCLE Conference Center,
10 Winter Place, via Winter Street
Program Number: 2190025P01

LIVE WEBCAST

Friday, December 7, 2018
9:00 am–5:00 pm

Register at www.mcle.org
Program Number: 2190025WBC

RECORDED WEBCAST

Friday, December 21, 2018
9:00 am–5:00 pm

Register at www.mcle.org
Program Number: 2190025RBC

Tuition *(includes written materials)*

- \$295
- \$265.50 MCLE Sponsor Members
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To receive the eBook instead of the print book of the MCLE manual accompanying this program, please register online at www.mcle.org and select your format.

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View the webcast—live or later, or download the mp3 recording at www.mcle.org

Listen to the Audio CD
Available after Friday, December 21

- \$135
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Agenda & Faculty

9:00 am-9:15 am **Welcome and Introduction**

Jaclyn L. Kugell, Esq., *Morgan, Brown & Joy LLP, Boston*, Cochair
Katherine J. Michon, Esq., *Hartley Michon Robb LLP, Boston*, Cochair

9:15 am-10:15 am **Discrimination Law Update**

Joshua M. Davis, Esq., *Goulston & Storrs, PC, Boston*
Jody L. Newman, Esq., *Hogan Lovells LLP, Boston*

10:15 am-11:30 am **Contract, Tort, Wage and Hour, and Legislative Update**

Russell Beck, Esq., *Beck, Reed & Riden LLP, Boston*
Allison B. Cherundolo, Esq., *Morgan, Brown & Joy LLP, Boston*
Gauri P. Punjabi, Esq., *Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, PC, Boston*
Tracey E. Spruce, Esq., *Spruce Law LLC, Andover*

11:30 am-11:45 am **Networking & Refreshment Break**

11:45 am-12:45 pm **Pay Equity: After the Effective Date**

It is now months after the effective date of the updated Equal Pay Act. Hear from the experts about what has changed since the law has become effective. How have management-side lawyers been advising employers in the implementation of the law, and the self-audit process? How have employee-side lawyers been evaluating potential legal actions under the law? How does this new law change how we evaluate potential claims and exposure?

Nina J. Kimball, Esq., *Kimball Brousseau LLP, Boston*
Maura D. McLaughlin, Esq., *Morgan, Brown & Joy LLP, Boston*

12:45 pm-1:45 pm **Lunch Break (on your own)**

1:45 pm-2:30 pm **Breakout Session (choose one)**

The FMLA, the ADA, and Employees with Mental Health Conditions and Related Disorders

When an employee's mental health conditions manifest in the workplace and/or interfere with job performance legal complexities abound. Hear from the experts as they discuss the issues, and how to advise their clients in evaluating the circumstances to assess best practices and/or legal violations.

Lisa A. Stephanian Burton, Esq., *Ogletree, Deakins, Nash, Smoak & Stewart, PC, Boston*
Anne L. Josephson, Esq., *Kotin, Crabtree & Strong LLP, Boston*

Social Media Discovery and Evidentiary Issues

Social media has become more important as admissible evidence in litigation, particularly in employment and labor disputes. This session explores recent high-profile cases where social media was prominently involved and addresses how social media fits into discovery and your practice, including the ethics of instructing clients on how to manage social media before and during litigation.

Laura R. Studen, Esq., *Burns & Levinson, Boston*
Sarah B. Herlihy, Esq., *Arrowood LLP, Boston*

2:30 pm-3:30 pm **The MCAD: Tips to Better Your Practice, and Interactive Question & Answer Session**

Sunila Thomas George, Esq., *Commissioner, MCAD*
Eugenia M. Guastaferrri, Esq., *Senior Hearing Officer, MCAD*
Constance M. McGrane, Esq., *General Counsel, MCAD*
Gavriela Bogin-Farber, Esq., *Messing Rudavsky & Weliky, PC, Boston*

3:30 pm-3:45 pm **Networking & Refreshment Break**

3:45 pm-4:45 pm **Hot Topics "Potpourri:" The Latest and Greatest on Non-Competes; the Impact of "Metoo" on Your Practice; the Pregnant Workers' Fairness Act; and LGBT Issues in Employment Law**

2018 has been a year in which change brewed on a number of fronts that impact the practice of employment law. Hear about these changes, where we are heading, and what you need to be on the look-out for to stay current in your practice.

Russell Beck, Esq., *Beck, Reed & Riden LLP, Boston*
Patricia A. Washienko, Esq., *Freiberger & Washienko LLC, Boston*

4:45 pm-5:00 pm **"Ask the Experts" Q&A Session**

Panel

5:00 pm-5:30 pm **Networking Reception for Faculty & Registrants**



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Policies and Information

Register early!

For course agendas, hours, fees, and discounts, please refer to the respective seminar pages. The fee includes all written materials unless otherwise noted, program instruction, and refreshment breaks. Lunch may be enjoyed on your own.

To reserve seating and written materials, please register in advance of the program.

Upon registration, MCLE will e-mail a confirmation. Please check in with the registrar on the day of the program.

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Mandatory CLE credits

Record of attendance is kept and transmitted upon request to any jurisdiction having mandatory continuing education. MCLE is an accredited sponsor of continuing legal education for Rhode Island and our programs are regularly approved by Maine, New Hampshire, Pennsylvania, New York, Vermont, and other jurisdictions.

And, now, depending on the jurisdiction, lawyers can satisfy their mandatory CLE requirements online with MCLE's live webcasts, which include periodic attendance prompts and the opportunity to forward written questions to the faculty during the program, fill out an evaluation form and receive a certificate of attendance.

If your plans change

If you're unable to attend a program you've registered for, you will receive an email notification shortly after about how to access the program on demand via webcast and/or downloadable mp3 file, including the written materials in electronic form, in full satisfaction of the tuition paid. If you prefer a refund, let us know by the end of the business day prior to the program and we'll refund your tuition after deducting a \$25 processing fee. Note that limited enrollment programs are an exception, cancellation of which require two weeks notice and are subject to a \$45 processing fee.

Attorney scholarships

Attorneys with financial need who certify that they are unable to attend a program without financial aid may request a partial tuition scholarship in confidence by writing or emailing scholarships@mcle.org at least two weeks in advance of the program.

Discounts for new lawyers—new lawyers always pay the lowest price

For the first three years of practice, MCLE offers new lawyers a 25% discount on all of its products, including programs (whether attending in person or via live or recorded webcast), books, course materials, audio CDs and mp3 recordings. If you were admitted to the bar after 2015, you can take advantage of the new lawyer prices listed throughout the catalog.

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MCLE Sponsorship runs for 12 months beginning September 1. The fee for firm, corporate law department, or agency membership is calculated based on the number of Massachusetts admittees within the organization. Benefits of membership extend to all lawyers and non-lawyer professionals associated with the organization.

- Solo Practitioners \$95
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 - 2-5 \$ 150
 - 6-10 250
 - 11-25 500
 - 26-75 1,000
 - 76-150 \$ 2,500
 - 151-250 3,500
 - 251+ 4,500