

# Employment Law Symposium Spring 2019

*The latest developments—from the myriad legislative changes to hot topics in discrimination law, strategic discovery pointers, and a wage and hour update*

Employment law has seen a plethora of new developments this year—and it is imperative to your practice to stay up-to-date; MCLE's *Symposium* debriefs you in a well-spent morning.

Consider the impact of significant legislative changes on the Massachusetts workplace. Take an in-depth look at pay equity in Massachusetts—where we have been, what the new Massachusetts Pay Equity Law requires, and where we are headed. Hear updates on non-compete reform, explore the complexities of the new law, and gain insight into how non-compete reform has changed who can be bound by a non-compete and who cannot.

Learn about the new law referred to as the “grand bargain,” which provides for paid family and medical leave in Massachusetts, a minimum wage increase, and a phase-out of Sunday overtime. Understand how the grand bargain alters the workplace landscape in Massachusetts and hear about other wage and hour developments.

Keep abreast of hot topics in discrimination law, gain tactical insight, and get the latest updates to help your clients navigate a variety of employment law issues. Hone your litigation skills and explore strategies for obtaining the information and documents you need to prove your client's case. Hear the management-side and employee-side perspectives on discovery disputes in employment cases, how to avoid common pitfalls, and how to effectively handle discovery disputes—with or without judicial intervention. Join us for a lively discussion of the pressing employment law issues facing you and your clients today.

## Agenda

- Combatting Unequal Pay: The Promise of Tomorrow
- Non-Compete Reform
- Hot Topics in Discrimination Law
- Discovery Issues in Employment Cases
- Wage and Hour Update
- Overview of the New Paid Family and Medical Leave Program
- “Ask the Experts” Q&A Session

## Faculty

Lori A. Jodoin, Esq., *Powers, Jodoin, Margolis & Mantell LLP, Boston*, Chair

Jeffrey A. Dretler, Esq., *Rubin and Rudman LLP, Boston*

Bronwyn L. Roberts, Esq., *Cooley LLP, Boston*

Scott A. Roberts, Esq., *Hirsch Roberts Weinstein LLP, Boston*

Elizabeth A. Rodgers, Esq., *Gordon Law Group LLP, Boston*

## Dates & Locations

### BOSTON

Friday, May 17, 2019  
9:30 am–1:30 pm

MCLE Conference Center,  
10 Winter Place, via Winter Street  
Program Number: 2190275P01

### LIVE WEBCAST

Friday, May 17, 2019  
9:30 am–1:30 pm

Register at [www.mcle.org](http://www.mcle.org)  
Program Number: 2190275WBC

### RECORDED WEBCAST

Friday, May 31, 2019  
9:30 am–1:30 pm

Register at [www.mcle.org](http://www.mcle.org)  
Program Number: 2190275RBC

## Tuition *(includes written materials)*

- \$275
- \$247.50 MCLE Sponsor Members
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## Materials

The materials for this program include MCLE's *Massachusetts Employment Law Sourcebook & Citor 2019*, as well as a faculty-prepared program book available *online only*, which can be viewed or downloaded via the link emailed to you prior to the course.

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

## Can't Attend?

View the webcast—live or later, or download the mp3 recording at [www.mcle.org](http://www.mcle.org)

Listen to the Audio CD  
*Available after Friday, May 31*

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- \$148.50 MCLE Sponsor Members
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Reference # 19-020

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- ▶ **WALK UP** on the day of the program or **DROP IN** to  
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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 gain access to online 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.

Walk-in registrants are welcome, with the exception of limited enrollment programs. Please call us to confirm space availability and schedule.

We accept cash, checks, MasterCard, Visa, American Express, and Discover.

## Need special assistance?

If you are a person with a disability or special needs, please let us know in advance so that we can make your visit as convenient and comfortable as possible. Call Customer Service at 800-966-6253 to make arrangements.

For your convenience, MCLE also offers closed captioning  and written transcripts of all recorded webcast programs, available to you online two weeks after the program date.

## Mandatory CLE credits

States have varying mandatory CLE credit requirements; individual attorneys are responsible for checking with their particular state CLE accreditation authority about whether and how much credit will be granted. Although MCLE does not pursue state-based credit, MCLE programs are regularly approved in many jurisdictions. It is the responsibility of the individual attorney interested in CLE credit to submit the information and certifications required under the respective state rule to the appropriate state authorities in the jurisdictions in which they seek credit.

Depending on the jurisdiction, lawyers can satisfy their mandatory CLE requirements online with MCLE's webcasts, which feature periodic attendance prompts, online written materials, and the opportunity to 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](mailto: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, audio CDs and mp3 recordings. If you were admitted to the bar after 2016, 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.

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- Firms by number of Massachusetts attorneys:
  - 2-5 . . . . . \$ 150
  - 6-10 . . . . . 250
  - 11-25 . . . . . 500
  - 26-75 . . . . . 1,000
  - 76-150 . . . . . \$ 2,500
  - 151-250 . . . . . 3,500
  - 251+ . . . . . 4,500