

CONFERENCE

24th Annual Employment Law Conference 2021

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 *24th 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 from both sides of the bar, key agency experts, factfinders, and neutrals about current philosophies, assessments, and strategies for dealing with a variety of practical evolving employment law issues.

Agenda

9:00 am–9:15 am	Welcome & Introduction Jaclyn L. Kugell, Esq., <i>Morgan, Brown & Joy LLP, Boston</i> , Cochair Katherine J. Michon, Esq., <i>Hartley Michon Robb Hannon LLP,</i> <i>Boston</i> , Cochair
9:15 am–10:00 am	Discrimination Law Update David E. Belfort, Esq., <i>Bennett & Belfort, PC, Cambridge</i> Lynn A. Kappelman, Esq., <i>Seyfarth Shaw LLP, Boston</i>
10:00 am–11:00 am	Contract, Tort, Wage and Hour, and Legislative Update Kavita M. Goyal, Esq., <i>Rosen & Goyal, PC, Andover</i> Bryn Sfetsios, Esq., <i>Pontikes Law LLP, Boston</i>
11:00 am–11:15 am	Break
11:15 am–12:30 pm	Featured Panel: Employment Law Issues in the “New Normal” 2020 and 2021 are going down in the history books as years that impacted all of our lives in countless ways, including the practice of employment law. The pandemic created a proliferation of new employment laws and employment law issues, as well as a reinvigoration of employment laws that have been around for decades. This expert panel analyzes the pandemic's impact on employment law. Hear how management-side lawyers have been advising employers and defending claims, and how employee-side lawyers have been evaluating potential legal actions and advising their clients in our “new normal” world. Will practicing employment law ever be the same? Mark H. Burak, Esq., <i>Ogletree Deakins, Nash, Smoak & Stewart, PC, Boston</i> Christina L. Lewis, Esq., <i>Goodwin Procter LLP, Boston</i> Emma M. Quinn-Judge, Esq., <i>Zalkind, Duncan & Bernstein LLP, Boston</i> James S. Weliky, Esq., <i>Messing, Rudavsky & Weliky, PC, Newton</i>
12:30 pm–1:30 pm	Lunch Break (on your own)

Dates & Location

LIVE WEBCAST

Friday, December 3, 2021
9:00 am–5:00 pm

Register at www.mcle.org
Program Number: 2220032WBC

REBROADCAST

Monday, December 20, 2021
9:00 am–5:00 pm

Register at www.mcle.org
Program Number: 2220032RBC

REBROADCAST

Tuesday, December 28, 2021
9:00 am–5:00 pm

Register at www.mcle.org
Program Number: 2220032RB1

ON DEMAND WEBCAST

View after Tuesday, December 28, 2021

Register at www.mcle.org
Program Number: 2220032WBA

Tuition (includes written materials)

- \$295
- \$265.50 MCLE Sponsor Members
- \$221.25 New Lawyers admitted to law practice after 2018, Pending Admittees, Law Students, and Paralegals

To apply for a need-based scholarship, email scholarships@mcle.org.

Materials

The materials for this program include MCLE's practice handbook, *Employment Law Sourcebook & Citorator 2022*, which, along with any other materials, can be downloaded via the link emailed to you upon registration.

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

CLE Credits

Earn up to 6.5 CLE credits



Subscribe to the MCLE OnlinePass®

for instant access to this program and everything else MCLE offers online.

Learn more at www.mcle.org

1:30 pm–2:30 pm

The MCAD: Tips to Better Your Practice, and Interactive Question and Answer Session

Sunila Thomas George, Esq., *Chairwoman and Commissioner, MCAD, Commonwealth of Massachusetts*

Jason B. Barshak, Esq., *Senior Hearing Officer, MCAD, Commonwealth of Massachusetts*

Kenneth Callahan II, *Acting Chief of Investigations, MCAD, Commonwealth of Massachusetts*

Deirdre A. Hosler, Esq., *Deputy General Counsel, MCAD, Commonwealth of Massachusetts*

Joseph Lazazzero, Esq., *Edelman Financial Engines, Inc., Boston, Moderator*

Lila Roberts, Esq., *Acting Supervisor, Attorney Advisors Unit, MCAD, Commonwealth of Massachusetts*

2:30 pm–3:30 pm

The Massachusetts Paid Family and Medical Leave Law: Lessons from the First Year

The legal entitlements to a leave of absence from work continue to grow in number, as does the resulting labyrinth of issues created by absent workers. Hear from the experts on how to advise clients on adherence to the new law, how it works with other laws, and how to assess and establish best practices.

William J. Alpine, Jr., Esq., *Director, Department of Paid Family and Medical Leave, Commonwealth of Massachusetts*

Elizabeth A. Whiteway, Esq., *Greater Boston Legal Services, Boston*

Andrea Evans Zoia, Esq., *Morgan Brown & Joy LLP, Boston*

3:30 pm–3:45 pm

Break

3:45 pm–5:00 pm

50 Tips from Employment Mediators and Arbitrators: Practical Insight on What Works, What Doesn't, and What We All Can Do Better!

Who better to get advice from for your next arbitration or mediation but the people who conduct them?

Bring your thorniest questions and be prepared to learn some of the best strategies to be successful, as well as the traps for the unwary.

Bradley M. Honoroff, JD, *The Mediation Group, Inc., Brookline*

Mark L. Irvings, Esq., *Brookline*

Hon. Bonnie H. MacLeod, *Superior Court, Commonwealth of Massachusetts (Ret.); JAMS, Boston*

Sarah E. Worley, Esq., *Sarah E. Worley Conflict Resolution, PC, Boston*

Marc D. Freiburger, Esq., *Freiberger & Washienko LLC, Boston, Moderator*



Subscribe to the MCLE OnlinePass®

for instant access to this program and everything else MCLE offers online.

Learn more at www.mcle.org

About MCLE

Massachusetts Continuing Legal Education, Inc. (MCLE | New England™) has been the Massachusetts legal community's premier provider of hands-on programs, practical reference materials, and online resources for over 50 years.

MCLE is a self-supporting, independent, not-for-profit educational institution. We depend solely upon sponsor membership dues, program registration fees, publications sales, online subscriptions, and charitable contributions to finance our instructional activities and to sustain growth and innovation in our programs, publications, and online products and services.

Board of Trustees

Eric P. Hayes, *President*
Brendan T. St. Amant, *First Vice President*
Michael P. Sams, *Second Vice President*
Katherine A. Hesse, *Treasurer*
Kendi E. Ozmon, *Secretary*
Heidi S. Alexander
Christa A. Arcos
Kendra L. Berardi
Joshua M. Bowman
Gabriel Cheong
Kara M. DelTufo
Prasant D. Desai
Jonathan Mannina
Martha A. Mazzone
Peter M. Moldave
Mary Ann Neary
Terrence L. Parker
C. Max Perlman
Rebecca G. Pontikes
Ingrid C. Schroffner
Sunila Thomas-George
Richard C. Van Nostrand
Joseph P.J. Vrabel
Richard S. Milstein, *Founding Director*
John M. (Jack) Reilly, *Executive Director*
Salvatore Ricciardone, *Director of Philanthropy & Special Projects*

Policies and Information

Register early!

For course agendas, hours, fees, and discounts, please refer to the respective seminar pages. The fee includes program instruction and all electronic written materials unless otherwise noted.

To gain early access to online materials, please register in advance of the program.


Upon registration, MCLE will e-mail a confirmation.

Day-of-the-program registrations are welcome, with the exception of limited enrollment programs, or as otherwise noted.

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 experience 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 verbatim transcripts of all recorded webcast programs, available to you online two weeks after the original program date.

Mandatory CLE credits

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 to submit the information and certifications required under the respective state rule to the appropriate 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, electronic written materials, and the opportunity to receive a certificate of attendance.

If your plans change

If you're unable to participate in a program on the date for which you registered, you will receive an email 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 \$35 processing fee. Note that limited enrollment programs are an exception, cancellation of which require two weeks notice and are subject to a \$55 processing fee.

New lawyer discounts—always the lowest price

For the first three years of practice, MCLE offers new lawyers a 25% discount on all of its products, including programs, books, audio CDs and mp3 recordings. If you were admitted to the bar after 2018, take advantage of the new lawyer prices listed throughout the catalog.

Pending admittees, law students and paralegals are also eligible for a 25% discount on most MCLE programs.

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.

Save all year long—become an MCLE Sponsor Member!

Become a Sponsor Member and receive:

- **Public recognition** on our website;
- Significant savings on a **subscription to MCLE's OnlinePass®**;
- **10% discount** on all programs, books, audio CDs, and mp3 recordings;
- Weekly **e-mail updates** and **advance notice** of sales and new product releases; and
- The **highest level of service** offered by your own Sponsor Account Specialist.

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
- 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

Order Form Fall 2021

REFERENCE # 22-020

Choose from 4 easy ways to order!

- ▶ **ONLINE** enter your credit card order at www.mcle.org.
- ▶ **MAIL** this order form with payment to MCLE, Inc., Ten Winter Place, Boston, MA 02108-4751.
- ▶ **FAX** your credit card order 24 hours a day to 617-482-9498.
- ▶ **CALL IN** your credit card order to (800) 966-6253, Monday – Friday, 8:30 am–5:00 pm

1 CUSTOMER INFORMATION

Year Admitted to MA Bar _____ Title (if any) _____ BBO # _____

Last Name _____ First Name _____ Middle Initial _____

Firm/Agency _____

Street Address _____ Suite/Floor _____

City _____ State _____ ZIP+4 _____

Telephone _____ Fax _____

Order confirmation? Enter your email address: _____

2 ORDER DETAILS

Not an MCLE Sponsor Member? Become one today and receive the MCLE Sponsor Member discounted prices on this order! (see fee chart on previous page)

PROGRAMS

Product No.	Title	Automatic book update	Cost
_____	_____	Opt-out <input type="checkbox"/>	\$ _____
_____	_____	Opt-out <input type="checkbox"/>	\$ _____
_____	_____	Opt-out <input type="checkbox"/>	\$ _____
PROGRAMS SUBTOTAL			<input style="width: 100px;" type="text" value="\$"/>

BOOKS & AUDIO CDs (For eBook options, visit www.mcle.org)

Product No.	Title	Automatic book update	Cost
_____	_____	Opt-out <input type="checkbox"/>	\$ _____
_____	_____	Opt-out <input type="checkbox"/>	\$ _____
_____	_____	Opt-out <input type="checkbox"/>	\$ _____
_____	_____	Opt-out <input type="checkbox"/>	\$ _____
Shipping & handling			\$ 8.50
BOOKS & AUDIO CDs SUBTOTAL			<input style="width: 100px;" type="text" value="\$"/>

3 PAYMENT METHOD

GRAND TOTAL

Check payable to MCLE enclosed

Card number _____ Expiration date _____ CVC _____

Cardholder's name _____ Cardholder's signature _____