

# 25th Annual Employment Law Conference 2022

*Everything new affecting practice after a precedent-setting year*

Employment law witnessed myriad significant changes this year; efficiently catch up on all the developments at MCLE—and gain strategic insight about emerging trends.

## Agenda

- **Discrimination Law Update; Contract, Tort, Wage and Hour, and Legislative Update; MCAD: Tips to Better Your Practice & Q&A Session**
- **Keynote Panel: Wage & Hour Updates—Growing Reach of MA Wage Act**  
While class action wage and hour claims have been increasing for more than a decade, developments under the MA Wage Act have made an already powerful statute even more fertile ground for employment disputes. Hear about updates in wage and hour law under the FLSA and the MA Wage Act. Learn how management-side lawyers have been advising employers and defending claims, and how employee-side lawyers have been pursuing claims and advising clients.
- **Employment Law Claims in the Almost Post-Pandemic World**  
The pandemic generated a proliferation of new employment laws and issues—and forever changed the workplace and expectations around it. From work hours to remote work to vaccine requirements, the world “after” is riddled with employment law challenges. Hear how lawyers on both sides of the aisle have been advising clients and evaluating legal claims in this transformed landscape.
- **Cutting Edge Legal Issues Sparked by a Tumultuous Year**  
2022 is the year for upsetting settled legal theories and precedent. Among others, the sweeping deference anticipated in matters involving the Federal Arbitration Act was blunted by Congress’ ending of forced arbitration in sexual harassment claims. Similarly, growth in care-giving responsibilities and religious accommodations were transformative hallmarks of this year. Be in the know.
- **Practical Advice for Virtual Proceedings**  
Proceedings now occur anywhere; expectations to be in-person at an office, agency, or courthouse are redolent of days gone by. Virtual proceedings are here to stay. Hear about when—and whether—to agree to conduct a proceeding virtually, and best practices for conducting them. Bring your candid questions and learn the best strategies for success, as well as traps for the unwary.

## Faculty

Jaclyn L. Kugell, Esq., *Morgan, Brown & Joy LLP, Boston*, Cochair; Katherine J. Michon, Esq., *Hartley Michon Robb Hannon LLP, Boston*, Cochair; Jason B. Barshak, Esq., *Senior Hearing Officer, MCAD, Commonwealth of MA*; David E. Belfort, Esq., *Bennett & Belfort, PC, Cambridge*; Justine H. Brousseau, Esq., *Kimball Brousseau LLP, Boston*; Kenneth Callahan, II, *Chief of Investigations, MCAD, Commonwealth of MA*; Joshua M. Davis, Esq., *Goulston & Storrs, PC, Boston*; Jeffrey A. Dretler, Esq., *Rubin and Rudman LLP, Boston*; Gary Finley, Esq., *Schwartz Hannum, PC, Andover*; Philip J. Gordon, Esq., *Gordon Law Group LLP, Boston*; Kavita M. Goyal, Esq., *Rosen & Goyal, PC, Andover*; Corinne Hood Greene, Esq., *Greene & Hafer LLC, Charlestown*; Sujin Han, Esq., *Hartley Michon Robb Hannon LLP, Boston*; Deirdre A. Hosler, Esq., *General Counsel, MCAD, Commonwealth of MA*; Anne L. Josephson, Esq., *Kotin, Kotin, Crabtree & Strong LLP, Boston*; Michael D. Memmolo, *Interim Executive Director, MCAD, Commonwealth of MA*; Sean P. O’Connor, Esq., *Morgan, Brown & Joy LLP, Boston*; Rebecca G. Pontikes, Esq., *Pontikes Law LLC, Boston*; Bronwyn L. Roberts, Esq., *Cooley LLP, Boston*; Lila Roberts, Esq., *Acting Supervisor, Attorney Advisors Unit, MCAD, Commonwealth of MA*; Scott A. Roberts, Esq., *Hirsch Roberts Weinstein LLP, Boston*; Valerie C. Samuels, Esq., *ArentFox Schiff LLP, Boston*; Diane M. Saunders, Esq., *Ogletree, Deakins, Nash, Smoak & Stewart, PC, Boston*; Hillary Schwab, Esq., *Fair Work, PC, Boston*; Monica R. Shah, Esq., *Zalkind, Duncan & Bernstein LLP, Boston*; Sunila Thomas George, Esq., *Chairwoman, MCAD, Commonwealth of MA*; Patricia A. Washienko, Esq., *Freiberger & Washienko LLC, Boston*



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## Dates & Locations

Register at [www.mcle.org](http://www.mcle.org)

### BOSTON

Friday, December 2, 2022  
9:00 am–5:00 pm  
MCLE Conference Center,  
10 Winter Place, via Winter Street  
Program Number: 2230024P01

### NEW—Lunch Tête-à-Tête

In-person exclusive feature! Discuss your thorniest questions casually over boxed lunches with colleagues. Plus: Auto-Drawing for free 6-month MCLE OnlinePass subscription.

### LIVE WEBCAST

Friday, December 2, 2022  
9:00 am–5:00 pm  
Program Number: 2230024WBC

### REBROADCAST CC

Monday, December 19, 2022  
9:00 am–5:00 pm  
Program Number: 2230024RBC

### REBROADCAST CC

Tuesday, December 27, 2022  
9:00 am–5:00 pm  
Program Number: 2230024RB1

### ON DEMAND WEBCAST CC

View after Tuesday, December 27, 2022  
Program Number: 2230024WBA

## Tuition *(includes written materials)*

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To apply for a need-based scholarship, email [scholarships@mcle.org](mailto:scholarships@mcle.org).

## Materials

The materials for this program include MCLE’s *Employment Law Sourcebook & Citor 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 and audio and videorecordings of this program.

## CLE Credits

Earn up to 6 CLE credits

## About MCLE

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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 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 email 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.

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## 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 \$75 processing fee.

## New lawyer discounts—always the lowest price

For the first five years of practice, MCLE offers new lawyers a 50% discount on all of its products, including programs, books, mp3 recordings, and the MCLE OnlinePass®. If you were admitted to the bar within the last five years, take advantage of the new lawyer prices listed throughout this catalog.

## Attorney scholarships

No lawyer should be precluded from participating in CLE due to financial barriers. Request a partial tuition scholarship in confidence by emailing [scholarships@mcle.org](mailto:scholarships@mcle.org) at least two weeks in advance of the program.

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:
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  - 6-10 . . . . 250
  - 11-25 . . . . 500
  - 26-75 . . . 1,000
  - 76-150 . . . \$2,500
  - 151-250 . . . 3,500
  - 251+ . . . . . 4,500

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Monday – Friday, 8:30 am–5:00 pm
- ▶ **WALK UP** on the day of the program or **DROP IN** to  
MCLE's bookstore, Monday – Friday, 8:30 am–5:00 pm

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