

PROACTIVE STRATEGIES

for the challenges you face.

Fredrikson & Byron's 35th Annual Employment & Labor Law Seminar
Minneapolis, MN • Thursday, November 7, 2019



UNMASK POTENTIAL RISK.

Get in front of compliance issues and workplace problems before they escalate. Learn to anticipate and mitigate liabilities at Fredrikson & Byron's 35th Annual Employment & Labor Law Seminar.

From legal complexities and cultural norms to performance concerns and difficult personalities, our one-day seminar goes beyond the surface to offer legal and practical guidance for fostering a positive, productive and compliant workplace.

With a focus on proactive strategies, our experienced attorneys will cover accommodations for physical and mental health disabilities, ADA accessibility, wage policies, the legalization of marijuana, bullying and violence and much more. You'll leave informed, empowered and ready to address gaps in current workplace practices.

Smile, we've got your back. Join us November 7 in Minneapolis!



DETAILS

Thursday, November 7, 2019

Hyatt Regency Minneapolis
1300 Nicollet Mall
Minneapolis, MN 55403

Note: Applications for HRCI HR (General) credits, Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM and Minnesota CLE and Iowa CLE credits have been submitted.

QUESTIONS

Contact Kelsey Anderson at
kanderson@fredlaw.com

REGISTER

[www.fredlaw.com/
mnemployment](http://www.fredlaw.com/mnemployment)

REGISTRATION FEE

\$295.00 through October 20
\$325.00 after October 20



AGENDA



7:45 a.m. Registration and
Continental Breakfast

8:30 a.m. Welcome
Teresa M. Thompson

8:40 a.m. Federal and State Update 2019
Emily S. Pontius and Teresa M. Thompson
Learn important updates in federal and state
employment laws that may require changes in
your employment practices.

9:05 a.m. And the Government Comes Calling
Anne M. Radolinski
Government audits, in particular Department of Labor
audits are alive and well. In fact, they are thriving.
This session will discuss the lay of the land and offer
tips on how to proactively prepare for a successful
government audit.

**9:30 a.m. Minnesota's New Wage Theft Law:
An Update and Compliance Strategies**
Brian T. Benkstein
This session will cover the legal requirements associated
with Minnesota's new wage theft laws and notice
requirements, the MN Department of Labor's interpretive
guidance and recommended compliance strategies.

9:55 a.m. Break

10:15 a.m. Help, My Employee is an Emoji
Robert C. Boisvert
It's all fun and games until an emoji becomes your
employee. Learn what to do if your employee is behaving
like an emoji.

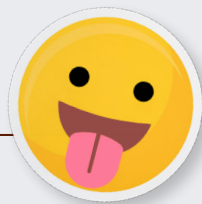
10:40 a.m. Q&A Panel

11:30 a.m. Lunch and Keynote Address

12:45 p.m. Breakout Sessions

3:45 p.m. Reception and Door Prizes

AFTERNOON BREAKOUTS



1ST BREAKOUT - 12:45 P.M.

Confronting Workplace Bullying: When The Bully Is On Payroll

Bryan J. Morben, Edgar R. Ocampo and Nancy S. Anton

When supervisors, managers and executives are aware of and understand the nature and bottom-line impact of workplace bullying and violence, they can influence and manage the risks that lead to devastating organizational cultures and consequences. This session will offer tips and strategies for mitigating and addressing workplace bullying and violence.

20 Important Things HR Professionals Should Know

Mary M. Krakow and Kristin LeBre

HR professionals know they need legal knowledge and more for success. Attendees will learn 20 key rules and strategies for effective and successful HR work performance from pre-hire to post-termination.

Top Five Wage and Hour Developments that Will Affect Your Business in 2020

Joseph M. Sokolowski and Ashley R. Thronson

There has been an explosion of state and local wage and hour laws, proposed changes to federal wage and hour law and new Department of Labor opinion letters for the first time in nearly 10 years. Are your wage and hour practices compliant with all of these ongoing changes? Learn what you need to know to be compliant and competitive in 2020.

Marijuana and the Workplace: Almost Everything You Need to Know

Jade B. Jorgenson and David G. Waytz

Cannabis is coming! OK, it is already here, but now it may be legal. This session will explain best practices for handling medical and recreational marijuana issues, CBD, drug testing and more.

2ND BREAKOUT - 1:45 P.M.

The "Smoking Gun": Texts and Social Media

Pamela Abbate-Dattilo, Teresa M. Thompson and Ashley R. Thronson

There is virtually no employment dispute, lawsuit or internal investigation that doesn't implicate text messages or social media in some way. We will share real life examples as we examine the impact of social media and texts on employment disputes.

Strategic Use of Performance Improvement Plans: How to Develop and Effectively Implement

Brian T. Benkstein

This fast-paced and very practical session will cover the key steps to strategically build and then implement a "PIP" for employees who are just not performing and need to be held accountable.

How to Legally Welcome Back an Employee from FMLA/ADA Leave

Mary M. Krakow and Penny S. Oleson

Employers must know what is and is not allowed when employees are ready to return from an FMLA or ADA leave or request even more time away. In this session, we will address fitness-for-duty and other related requirements for employers and employees.

Benefits Update

Thomas B. Henke and Debra J. Linder

This session will provide an update on current developments in retirement, health and other benefit plans.

3RD BREAKOUT - 2:45 P.M.

Accessibility and Reasonable Accommodation: Trending Issues for Businesses

Steven E. Helland and Anne M. Radolinski, with guest presenters Aaron Cannon and Michele Landis

Employers continue to experience a deluge of reasonable accommodation requests. This panel session will discuss trending issues including the surge of federal lawsuits alleging that "non-accessible" websites and employee technology tools violate the ADA. Nationally-recognized experts from Accessible360 will illustrate accessibility challenges and practical strategies for addressing the challenges.

Workplace Investigations: Planning, Strategy and Execution

Brian T. Benkstein and Pamela Abbate-Dattilo

This session will provide insight and perspective on how to conduct an effective workplace investigation. The central focus of the presentation will be the main components of an investigation which include planning, strategy and execution.

Mental Health Issues in the Workplace

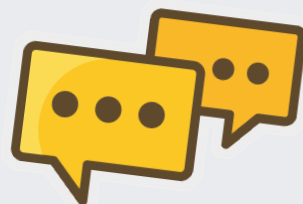
Ingrid N. Culp and Emily S. Pontius

Mental illnesses, including anxiety and depression, pose special challenges for employees and employers. This session will discuss practical ways to accommodate employees, handle questioning co-workers and continue to manage performance through difficult times.

The Strategic Use of Severance and Release Agreements

Robert C. Boisvert

Thinking about terminating an employee? Then think about using Severance Agreement and Release to reduce your legal risk. This session will discuss pros and cons, strategies and legal requirements of these agreements.



KEYNOTE ADDRESS



Revealed Through Resolution: HR Tips from the Mediator

Antone Melton-Meaux, Work Resolve Mediation

Mediation offers a unique window of opportunity where employees and employers acknowledge the breakdown of the employment relationship, describe how they got there and work hard to collectively find a path forward. Antone Melton-Meaux, a mediator who specializes in employment mediation, will share the top HR best practices that have emerged from his recent workplace mediations. Attendees will walk away with action items to improve their organization and minimize the risk of future disputes.

FREDRIKSON & BYRON PRESENTERS



PAMELA ABBATE-DATTILO



NANCY S. ANTON



BRIAN T. BENKSTEIN



ROBERT C. BOISVERT



INGRID N. CULP



STEVEN E. HELLAND



THOMAS B. HENKE



JADE B. JORGENSON



MARY M. KRAKOW



KRISTIN LEBRE



DEBRA J. LINDER



BRYAN J. MORBEN



EDGAR R. OCAMPO



PENNY S. OLESON



EMILY S. PONTIUS



ANNE M. RADOLINSKI



JOSEPH M. SOKOLOWSKI



TERESA M. THOMPSON



ASHLEY R. THRONSON



DAVID G. WAYTZ



GUEST PRESENTERS

- **Antone Melton-Meaux**, *Work Resolve Mediation (Keynote Speaker)*
- Aaron Cannon, *Accessible 360*
- Michele Landis, *Accessible360*

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