

2018 LEGAL UPDATE



October 18, 2018

Radisson Lackawanna Station Hotel
700 Lackawanna Ave • Scranton, PA 18503

7:30 a.m. - 4:00 p.m.

Presented by the Labor & Employment Law Group of McNees Wallace & Nurick LLC
Offered by Northeast PA Society of Human Resources Management



Early Bird Discount if registered
by October 2nd – \$125.00

*(You must be a NEPA SHRM Member to get the
Early Bird Discount)*

Regular Registration – \$150.00
Student or Unemployed – \$75.00

You must register online by
October 12, 2018 at
www.nepashrm.org
Registration fees are Non-Refundable

**(If you are unable to attend, you may
send someone in your place.)**

Payments may be made by credit card when
registering online
at www.nepashrm.org
or by mailing a check to:

NEPA SHRM
P.O. Box 1312
Wilkes-Barre, PA 18703

Please include participant name,
company name, phone number and email
address with payment.

**Program has been submitted for 5.5 CLE
credits and 5.5 general credit hours
for HRCI and SHRM.**

Agenda

7:30 – 8:15 a.m. – Registration, Continental Breakfast, and Networking

8:15 – 8:30 a.m. – Welcome and Opening Remarks

8:30 – 10:00 a.m. – Plenary Session

The year that was and the year that will be in Labor and Employment Law. Focus on latest developments, changes brought by the new administration and expectations for additional changes.

10:00 – 10:15 a.m. - BREAK

10:15 – 11:15 a.m. – Handling Sexual Harassment in the Wake of 2017's Tidal Waves

This session will address the lingering questions about sexual harassment. Can there ever be a consensual relationship with a coworker? When an employee doesn't speak up for years, how do we know that prior conduct was unwelcome? Does a statute of limitations matter in the court of public opinion? What must be investigated? Who should conduct the investigation? Should we continue to explore settlement of these cases or is settlement the new admission? If we settle a frivolous claim, can we enforce the confidentiality agreement on the settlement terms?

11:15 – 11:30 a.m. - BREAK

11:30 a.m. – 12:30 p.m. – Medical Marijuana and Other State Law Trends

Join us for a discussion of the "burning" topics in state employment laws - including the practical impact of medical/recreational marijuana in the workplace, changes in the minimum wage, paid sick leave, paid family leave, the expansion of legally protected classifications, equal pay efforts and much more.

12:30 - 1:30 p.m. – LUNCH

1:30 – 2:30 p.m. – Hot Topics in Employee Benefits

After a year of legislative efforts to repeal Obamacare, where should employers be focusing their attention in the Benefits arena in 2018 and beyond? This session will focus on current compliance issues and recommended best practices.

2:30 – 2:45 p.m. - BREAK

2:45 – 3:45 p.m. – Who Wants to Fire a Malingeringer

Game show contestants will attempt to answer the questions that confound HR professionals: how to deal with hypochondriacs, moonlighters, even people who drive unreliable hybrids and their reasons for not making it to work. Phoning a friend and polling the audience permitted. year.

3:45 – 4:00 p.m. – Closing, Seminar Evaluations & Raffle