



**INDIANA  
CHAMBER**<sup>SM</sup>

LEADING BUSINESS | ADVANCING INDIANA

# 25TH ANNUAL EMPLOYMENT LAW SEMINAR

**REGISTER TODAY!**

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Presented By

**FAEGRE BAKER  
DANIELS**

MARCH 14, 2019 | HYATT REGENCY INDIANAPOLIS

**THIS SEMINAR WILL ADDRESS  
HOT BUTTON ISSUES INCLUDING:**

- Medical legalization of cannabis
- Harassment prevention in the #MeToo era
- Developments in labor law for year two of the Trump administration
- Key topics in immigration
- Workforce development
- And more

# 25TH ANNUAL EMPLOYMENT LAW SEMINAR



## WHY YOU SHOULD ATTEND

In 2018, there was no shortage of headlines on high-profile harassment cases and discussions on legal changes to immigration law. After two years under the current administration, immigration regulations have become more stringent and checked more regularly while harassment claims have become more prevalent in organizations of every size. This seminar will address the most essential information to better prepare your organization for these two top issues along with workforce development strategies, updates on key arbitration agreements, interviewing tips and more.

Attend to ensure that you and your organization are complying with all federal and state employment laws!

## HUMAN RESOURCE SPECIALIST CERTIFICATE PROGRAM

Demonstrate your continuing efforts toward compliance with state and federal regulations by engaging in the ongoing certificate curriculum comprised of top-quality, need-to-know seminars designed to help you do your job effectively. This is a great resumé builder and will further emphasize your commitment to growth as an HR professional.

Enrollment fee of \$99 for Indiana Chamber members and \$199 for non-members. Regular registration fees for seminars still apply.

## REGISTRATION AND LODGING INFORMATION

### 5 Easy Ways to Register

**Online:** [www.indianachamber.com](http://www.indianachamber.com)

**Phone:** (800) 824-6885

**Email:** [seminars@indianachamber.com](mailto:seminars@indianachamber.com)

**Fax:** (317) 264-6855

**Mail:** PO Box 44926, Indianapolis, IN 46244-0926

### Pricing

**List Price:** \$499

**Indiana Chamber Member Discounted Price:** \$399

### Group Discounts Available!

**Use promo code GROUP20**

Send two or more and get a 20% discount.

Available online or email [seminars@indianachamber.com](mailto:seminars@indianachamber.com) to register your group.

### Hotel Information

**Hyatt Regency Indianapolis**

Reserve your hotel room at the Hyatt Regency Indianapolis online or at (317) 632-1234. To receive a discounted room rate over the phone, please request corporate ID #55737 (*subject to availability*).

### Location Information

**Hyatt Regency Indianapolis**

1 S Capitol Ave., Indianapolis, IN 46204

**Cancellations/Substitutions:** All cancellations must be received in writing. A \$25 processing fee per person will be charged for all cancellations. Cancellations received within two weeks of the conference date will be issued a credit certificate, less the \$25 processing fee. Credits can be used toward any future Indiana Chamber conference(s) for up to one year. Credit is fully transferable. Substitutions are welcome at any time, but are requested in advance of the conference.

# AGENDA

**8:30 a.m. Registration and Continental Breakfast, 3rd Floor, Cosmopolitan Ballroom**

**9:00 a.m. Welcome and Opening Comments**

**9:05 a.m. For Better Or For Worse? Labor and Employment Law In Year Two Of The Trump Administration**

The second year of the Trump Administration has proven to be an eventful one in labor law for Indiana employers. This session will provide an up-to-date summary of the recent developments in labor law and practical tips on how Indiana businesses can adapt to satisfy them.

*Stuart R. Buttrick, Partner*

**10:00 a.m. Interview and Hiring Tips to be in Compliance with Equal Employment Opportunity Laws**

How you advertise job openings, what your job application says or how you phrase seemingly harmless interview questions can create legal ramifications. This session will give an overview of what employment laws you'll want to be aware of and in compliance with during the interview and hiring process.

*Adriana Figueroa, Associate*

**10:45 a.m. Break**

**11:00 a.m. Medical Legalization of Cannabis: Don't Let Your Workplace Go Up in Smoke**

Indiana and 12 other states have legalized the possession and use of cannabidiol (commonly known as "CBD oil") and two dozen other states have legalized marijuana for medicinal use – despite contrary federal law. Such substances are increasingly being touted for treatment of anxiety, epilepsy and pain symptoms. But what happens when an employee tests positive for marijuana, citing lawful off duty use? What if an employee tests positive for marijuana and claims to only use CBD oil? What if an employee seeks an accommodation for a disability that conflicts with a "drug free" workplace policy? This session will address these and other issues, and discuss how employers can navigate these legal land mines in a changing landscape of weed.

*Angela N. Johnson, Associate*

**11:45 p.m. Lunch (provided)**

**12:45 p.m. #Harassment Prevention in the #MeToo Era**

Throughout 2018, employers were shaken by the #MeToo movement and the potential wave of sexual harassment claims it had the potential to bring. We will discuss the impact of the #MeToo movement, including updates to state and federal laws enacted in its aftermath.

*Nicole A. Truso, Partner, and Terran C. Chambers, Associate*

**1:45 p.m. Staying On Top Of Your Game: Employment Law Update**

This session will provide an overview of key employment law developments and a practical discussion of implications they will have for your employment practices. By reviewing recent, important, and interesting or unusual legal developments and court decisions, attendees will learn what they need to know to manage human resource risks and avoid others' mistakes.

*Ellen E. Boshkoff, Partner*

**2:45 p.m. Break**

**3:00 p.m. There's a Workforce Development Party Going On. Are You Going?**

Indiana's governor and legislature are increasingly focused on workforce development. They have introduced new programs designed to help employers find, hire and train good candidates. These programs join others at the state and federal levels that have existed for years. Are you taking advantage of them? This session will help you ensure you aren't missing out.

*Ryan J. Funk, Associate*

**3:30 p.m. Immigration in 2019: Overview and Hot Topics**

The employment-based immigration world continues to experience significant change and challenge two years into the Trump administration. We will provide an introduction and basic overview to employing foreign nationals, including student visa trainees, work visas and green cards. We will provide an update on significant recent and proposed immigration developments, including the H-1B visa lottery, stricter standards for visa approval and green card processing times.

*Thomas A. Jensen, Senior Counsel*

**4:15 p.m. Arbitration Agreements After Epic Systems and Schein: Lower Courts' Responses and Employer Adaptations**

This has been a banner year for enforcing arbitration agreements before the Supreme Court: *Epic Systems v. Lewis* upheld the enforceability of class action waivers, while *Henry Schein, Inc. v. Archer & White Sales, Inc.* rejected an exception to arbitration that required courts to resolve whether seeking arbitration was "wholly groundless." Despite these emphatic endorsements of the arbitration process, numerous courts and judges remain by and large opposed, such that they seek creative solutions to evade these new mandates. We will discuss the remaining holes these contrarian jurists have found in employer arbitration agreements and how a savvy employer might preemptively patch them.

*Alexander E. Preller, Associate*

**5:00 p.m. Adjourn**



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**EMPLOYMENT  
LAW ISSUES  
OF TODAY**

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