

HR Specialist and the Management Labor and Employment Roundtable present:

LEAP 2020

The 16th Annual Labor & Employment Law
Advanced Practices Symposium

March 25 – 27, 2020

ARIA Resort & Casino, Las Vegas



More than 30 of America's top HR legal minds
20 HRCI and SHRM credit hours
FREE pre-conference seminars
FREE post-conference workshops
Interactive roundtables and luncheons
***NEW!* Sessions added!**



16TH ANNUAL LABOR & EMPLOYMENT LAW ADVANCED PRACTICES SYMPOSIUM



The watchword for 2020 is change—in the courts, in the regulatory agencies, and maybe even in the White House. You owe it to your company—and your CAREER—to keep a step ahead. And that’s why we produce LEAP—the Labor & Employment Law Advanced Practices Symposium!

LEAP 2020 takes place March 25 – 27, and features more than 30 top employment attorneys and HR experts. And our unique interactive sessions—now with more Q&A opportunities than ever before—give you one-on-one access to these experts on the topics that matter to YOU.

LEAP is the best way possible to sharpen your knowledge ... improve your effectiveness ... and hone your 2020 vision. I look forward to welcoming you to the beautiful ARIA Hotel and Casino for LEAP 2020!

Sincerely,

Joseph L. Beachboard, Esq., Moderator, LEAP 2020

P.S. All LEAP attendees receive comprehensive course materials ... 6 free months of the *HR SPECIALIST: EMPLOYMENT LAW* newsletter ... 6 free months of our PREMIUM PLUS online HR service ... plus an unconditional money-back guarantee.

P.P.S. With all our breakout sessions and pre- and post-conference events, you’ll want to bring some colleagues along. Contact us for multiple-attendee discounts!



WEDNESDAY
8:30 – 11:30 AM

TWO SPECIAL WORKSHOPS FOR ATTENDEES OF LEAP:

1 The I-9/E-Verify Summit

Audits of I-9 employer documents are up 1,000% in the past decade – and the Trump administration wants to increase them further. Failure to properly complete the new “Smart I-9” (and file it correctly) could leave YOU smarting. And immigration reform remains a hot-button issue and an increasingly difficult HR challenge.

The *I-9/E-Verify Summit* is an intensive half-day look at how legal and regulatory changes will impact your work. From surviving (and even avoiding!) an I-9 audit to key recordkeeping rules ... the latest E-Verify regs to field-tested compliance strategies AND MORE, this session will pay for itself countless times over, as you avoid violations, stiff fines, and even **criminal prosecution**.

2 Payroll Compliance Workshop

Payroll may be the most heavily regulated aspect of HR. And these regulations have teeth. Executives and HR can be held personally liable – and even face JAIL TIME – for some payroll violations.

The *Payroll Compliance Workshop* will help you avoid these problems and improve every facet of your payroll operations. Attorney Alice Gilman, editor of *Payroll Legal Alert*, will cover topics like the new W-4 ... timekeeping ... expense reimbursement ... travel pay ... garnishments ... and more. And because this is a workshop, you get solutions to your specific payroll problems.



LEAP 2020 attendees receive a **20% DISCOUNT** on the *Payroll Compliance Workshop* and the *I-9/E-Verify Summit* – and we’ve scheduled both events to make sure you don’t miss any of LEAP’s free pre-conference sessions! For more information, visit www.PayrollComplianceWorkshop.com and www.I-9Summit.com, or see the Symposium Registration page at the end of the brochure.

SYMPOSIUM AGENDA



Wednesday, March 25

12:00–5:00 pm

CONFERENCE REGISTRATION

3:00–5:00 pm

PRE-CONFERENCE WORKSHOPS

Choose between these interesting sessions presented by accomplished, nationally recognized speakers:

- **ADVANCED INTERNAL INVESTIGATIONS**

When you're conducting a workplace investigation, it's not just the employee who's under scrutiny. Every facet of the investigative process requires careful presentation AND scrupulous documentation. You'll benefit from our experts' experience to find out what to do – and what NEVER to do.

- **MENTAL HEALTH, ADDICTION, AND HR**

Health questions are always touchy – but mental health and substance abuse questions are even more sensitive. You've got to walk a fine line between the employee's well-being and their co-workers' safety – while complying with a vast array of rules on privacy ... leave ... notification ... and accommodation. Discover how to protect ALL your employees – as well as the C-suite.

- **EMPLOYEE HANDBOOKS WORKSHOP**

Your employee handbook can be a useful roadmap – or a ticking time bomb disgruntled workers can use against you in court. Discover the mistakes found in 90% of handbooks ... the implications of recent NLRB rulings ... and more.



Thursday, March 26

6:30–7:00 am

RISE AND SHINE: YOGA AND WELLNESS TALK (ON THE ARIA POOL DECK)

Jump-start your day with a fun 30-minute yoga session, followed by a discussion about health and wellness at your company ... and in your personal life. Feel better and start your day with some "Net-working Out."

7:45–9:00 am

REGISTRATION, NETWORKING BREAKFAST, AND "YOU BE THE JUDGE" INTERACTIVE GAME – PRIZES AWARDED!

9:00–9:10 am

PROGRAM WELCOME AND OPENING REMARKS – JOSEPH BEACHBOARD, LEAP MODERATOR

9:10–10:00 am

EMPLOYMENT LAW 2020 – THE LATEST AND GREATEST DEVELOPMENTS IMPACTING EMPLOYERS

We kick off LEAP 2020 with our annual look at the most significant employment law news and trends of the past year. What are the most important U.S. Supreme Court cases for employers? How will the courts deal with marijuana-related issues? Are your noncompete/non-solicitation agreements in full legal compliance? What are the latest issues involving employers and the LGBTQ community? How do AI and technology impact your work? We'll tackle all this – and more.

10:00–10:45 am

WASHINGTON WATCH

Congress remains gridlocked – but agency and enforcement news continues to occur at a breakneck pace. Discover how new overtime rules ... new EEOC directives ... NLRB influence over non-union workplaces ... and immigration challenges may change the way you work – forever. Plus, in this presidential election year, we'll also take a special look at political activity and free speech issues in the workplace.

10:45–11:00 am — **BREAK AND REFRESHMENTS**

11:00–11:45 am

EMPLOYEE LEAVE AND ACCOMMODATION: SOLVING HR'S TOUGHEST PROBLEM

Time and again, HR pros cite leave management as their #1 toughest problem – and these challenges often go hand-in-hand with employee accommodation. Our expert panel will take an in-depth look at FMLA, ADA, religion, pregnancy, and other leave and accommodation topics, helping you follow the rules AND please your employees.

11:45 am–12:15 pm

WELLNESS PROGRAMS AND THE LAW: MAKING SURE WELL IS SWELL

The U.S. workplace is seeing an explosion of wellness programs — but even these well-meaning moves can turn a healthy initiative into a sickening lawsuit. A top employment attorney and an in-house counsel will discuss the benefits (both health and employee attraction/retention) and pitfalls when designing and implementing your wellness program.

12:15–1:45 pm

LUNCH & SPECIAL PRESENTATION: THE HONORABLE CHARLES A. GONZALEZ: "THE ELECTION AND THE WORKPLACE"



With his background as a seven-term member of Congress and as a judge, combined with his current position with a top employment law firm, Congressman Gonzalez is uniquely qualified to not only provide insight into the 2020 election, but how it will impact the HR profession.

(Agenda continued, next page ...)

SYMPOSIUM AGENDA

1:45–2:30 pm

BREAKOUT SESSION #1 – CHOOSE FROM:

1) IMMIGRATION AND HR: I-9 FORMS, AUDITS, AND MORE

With ICE raids at an all-time high, immigration remains a political football – one you can't afford to fumble. Discover the best ways to manage I-9 forms, E-Verify changes, LCAs, and more. We'll also show you how to react if you're facing an audit – and how to follow best practices to avoid one altogether!

2) HR LOST IN THE WEEDS: MARIJUANA IN THE WORKPLACE

The complex maze of federal and state laws on marijuana usage – along with an increasingly relaxed public attitude – has left employers and HR in a haze on how to manage testing ... off-duty usage ... safety concerns ... and legal and regulatory compliance. We'll help clear the air.

3) AMERICA: RETALIATION NATION?

Retaliation against complaining or whistle-blowing employees continues to be the #1 complaint received by the EEOC. Learn how to avoid even the appearance of retaliation when dealing with your team – and the steps to take if you're accused of retaliating against an employee.



3:45–4:30 pm

YOUR DOCUMENTS ON TRIAL

From offer letters to termination notices – and everything in between – each employment document is a potential lawsuit waiting to happen. This session will examine the best practices, new trends, and common errors that almost always come into play when dealing with HR documents.

4:30–5:00 pm

THE MOST BIZARRE EMPLOYMENT LAW CASES OF 2019

Lawsuits are serious business – but that doesn't mean that there aren't a few laughs to be had. This traditional LEAP closing session will provide plenty of them! Our review of the year's weirdest HR legal cases will get you laughing – and thinking – because each hilarious case carries a practical tip for employers as well.

5:00–5:15 pm — **CLOSING & FIRST PRIZE DRAWING**

5:15–6:15 pm

HOSTED RECEPTION

Join the speakers and your colleagues from around the country for a beverage and networking as you enjoy ARIA's legendary hospitality. This also provides an excellent opportunity to discuss the day's topics – or your betting strategies in the casino.

Friday, March 27

6:30–7:15 am

GROUP WALK & STRETCH/YOGA

Meet at the ARIA Fitness Center and start Day 2 with a group walk and light stretching/yoga session led by an expert personal trainer.

8:00–8:55 am

CONTINENTAL BREAKFAST AND INTERACTIVE HR ROUNDTABLE DISCUSSIONS

Learn from the pros – AND your peers! Choose from 10 tables – each on a different topic that you can discuss with our legal expert. After 20 minutes you can switch to a second table, and then a third. Topics will include:

- Wage & Hour/Pay Equity
- Handbooks & Policies
- Problem Employees/Harassment
- Recordkeeping/Documents
- I-9/Immigration
- FMLA/Leave
- HR Investigations
- OFCCP/Federal Contractors
- Wellness
- California Employment Law

9:00–9:45 am

BEYOND HARASSMENT AND BULLYING TO ACTUAL CULTURE CHANGE

Society's response to this pillar-shaking issue has changed – a key reason why the courts are less and less tolerant of bullying and harassment. Our expert panel will

2:45–3:30 pm

BREAKOUT SESSION #2 – CHOOSE FROM:

1) EMPLOYEE LEAVE INTERACTIVE ROUNDTABLES

Jump onto a 15-minute "speed session" on any of 4 different leave topics – then change to a second, and then a third, for an instant across-the-board update on FMLA, intermittent leave, return-to-work, and more. Get expert advice, and share experiences with your colleagues.

2) APPLICANT SCREENING IN A TIGHT JOB MARKET

It's a seller's market for talent these days – but don't sell out. It's your job to find the best candidates for open positions WITHOUT compromising on safety or skills – while keeping in total legal compliance. Discover screening success secrets in areas such as background checks, drug screening, skills testing, and more.

3) PUBLIC-SECTOR EMPLOYERS: UNIQUE ISSUES AND RISKS FOR 2020

Public-sector employers operate far differently than their private-sector colleagues – and so do the employment laws governing them. Discover how to manage unique issues like free speech, minimum wage, and more. We'll also review recent public-sector litigation developments.





discuss how the #MeToo movement and best-selling books like “Catch and Kill” and “She Said” have inspired “Weinstein clauses” in corporate documents ... innovations in training ... case law ... and pending state and federal legislation on this fast-changing issue.

9:45–10:30 am

GIG PROBLEMS ARE BIG PROBLEMS: HR AND THE CHANGING NATURE OF WORKPLACES – AND WORK

The gig economy. Remote workers. Telecommuting. As workplaces – and work itself – undergo massive change, HR must not only adapt, but *lead*. We'll review the aftershocks of California's landmark AB5 law on contractors ... state and federal employee classification legislation ... and finally help you determine just who is an employee – and how to manage them.

10:30–10:45 am **REFRESHMENT BREAK**

10:45–11:30 am

ENGAGED OR ENRAGED? CREATING WORKPLACES THAT INSPIRE MOTIVATION – NOT LITIGATION

A highly engaged staff means peak efficiency and better retention – plus fewer lawsuits. This session focuses on the top 10 tools, policies, procedures, and communication strategies to help employees feel engaged in their jobs (and less likely to engage an attorney). Our lawyers and workplace experts confront the causes of the disengagement crisis and offer tested solutions.

11:30 am–12:00 pm

HR LEGAL TRAINING FOR SUPERVISORS: KEEP IN COMPLIANCE (AND OUT OF COURT)

Part of your job involves making routine supervisor training interesting and instructive. In this interactive session, training legend Dr. Dennis Davis offers creative, interactive approaches to keep the attention of managers who are receiving the same message over and over, year after year. Learn how to implement effective training techniques that will inspire your supervisors to follow you closely – and follow the law.

12:00–1:00 pm

LEARN FROM THE LAWYERS LUNCHEON

One of LEAP's legal experts will be assigned to each table to answer your individual and group questions while you dine. This presents a great opportunity to get answers to your tough employment-law problems, and discover the successes – and mistakes – of colleagues from around the country.

1:00–1:30 pm

IN CASE YOU MISSED IT: KEY TAKEAWAYS FROM LEAP 2020

This “lightning-round” closing event has quickly become a LEAP favorite. Speakers from all 3 days get two minutes each to summarize the practical takeaways from their

pre-conference and breakout sessions. This will help you create an action plan to turn three days of insights into a comprehensive HR management and legal strategy.

1:30–2:00 pm

SPECIAL PRESENTATION – ROUNDTABLE PLAYERS

Think lawyers can't be funny? Think again. The Roundtable Players are famous for their humorous approach to concluding the LEAP seminar in this side-splitting review of the highlights of the program. Past shows have included “HR Family Feud,” “The Employment Law Apprentice,” “Deal Or No Deal – An Employer's Dilemma,” and “Who Wants To Be A Millionaire (Just Sue Your Boss).” Laugh while you learn!

2:00–2:10 pm

GRAND PRIZE DRAWING & PROGRAM CLOSING

2:15–4:00 pm

POST-CONFERENCE WORKSHOPS

Stay with us after the general sessions conclude to participate in one of the following special focused programs presented by accomplished, nationally recognized speakers:

- **BE AWARE AND PREPARE: HOW TO END BULLYING AND PREVENT WORKPLACE VIOLENCE**
Dynamic speaker Dennis Davis – a perennial LEAP favorite – returns with this timely session. As workplace violence episodes grow more frequent and severe, it's your job to prevent not just violence but bullying as well. Dr. Davis will discuss the atmosphere in which bullying, harassment, and violence take hold ... what to do to prevent these behaviors ... and why your current policies might not be enough.
- **THE TERMINATION WORKSHOP**
Just one mistake during the termination process – a discipline error, documentation slip-up, or the wrong words at the termination meeting – can lead to crippling litigation. In this interactive workshop, we'll provide a clear explanation of how to follow ALL the rules, so you can fire free from fear.
- **CALIFORNIA EMPLOYMENT LAW: LITIGATION, HERE WE COME**
This session will summarize the latest laws, litigation, and liabilities in the state that generally leads the nation in new workplace protections. This program will be useful for those who manage employees in the Golden State and others interested in tracking the latest trends (given that developments occurring in California tend to spread east).
- **NEVADA EMPLOYMENT LAW ROUNDTABLE**
If your organization does business in Nevada, here's a one-of-a-kind chance to get all of your state-specific questions answered by a top-tier Nevada employment lawyer. This Q&A session will allow you to make sure your organization is in compliance on all state laws and regulations.

Speakers and topics subject to change.

“LEAP is a world-class conference. Nothing beats real-world solutions from a host of gifted attorneys on significant HR issues.”

– attendee John Farrell





WELCOME TO ARIA!

World-class. There's really no other way to describe the magnificent ARIA Hotel and Casino – so it's no surprise that LEAP has once again come back to this AAA 5-Diamond resort.

Located in the heart of Las Vegas's dazzling CityCenter complex, ARIA boasts luxury as well as convenience – with sumptuous dining, incomparable business services, and so much more.

Even in a place like Las Vegas, ARIA stands out. From the hotel's sleek, energy-efficient design to its 26 restaurants and bars ... its myriad entertainment options to its peerless amenities, no other location can match ARIA – and that's why LEAP has returned here for 2020.

We've negotiated a rock-bottom room rate EXCLUSIVELY for LEAP attendees – but rooms are extremely limited, so book yours today.

We look forward to welcoming you to ARIA and LEAP 2020!



FREE GIFTS FOR LEAP 2020 ATTENDEES!

LEAP 2020 is presented by THE HR SPECIALIST – keeping employers in compliance (and out of danger) since 1937. All LEAP attendees will receive 6 months of our HR SPECIALIST: EMPLOYMENT LAW newsletter and our PREMIUM PLUS online HR information service – a combined \$397.00 value – absolutely FREE!



SYMPOSIUM HOST

LEAP 2020 MODERATOR – JOSEPH L. BEACHBOARD

Joseph L. Beachboard, a founding member of the Management Labor and Employment Roundtable (MLER), is widely considered to be one of the nation's leading experts on labor and employment law. A managing director with the law firm of Ogletree, Deakins, Nash, Smoak, & Stewart, P.C., in Los Angeles, Mr. Beachboard's writing has appeared in such leading publications as *HR Specialist: Employment Law*, *California Employment Law*, *HR Magazine*, *The National Law Journal*, *Workplace*, and *The Los Angeles Times*. He speaks frequently at national events, and this year marks his 16th as LEAP moderator.



More than 30 of the top employment lawyers...

Members of the prestigious Management Labor and Employment Roundtable (MLER) gather to train HR professionals at only one conference a year—**LEAP!**



MODERATOR
Joseph Beachboard
Ogletree Deakins



Deborah S. Adams
Frost Brown Todd



C.B. Burns
Kemp Smith



Joseph T. Clees
Ogletree Deakins

Richard Brann
Baker Botts

James C. Dale
Stoel Rives

Charles C. High Jr.
Kemp Smith

Tony Martin
Ogletree Deakins

Ward Phillips
Kramer Rayson

Paul Prather
Littler

Krista Sterken
Exact Sciences Corp.

Steven W. Sufas
Ballard Spahr



Dennis Davis, PhD
Ogletree Deakins



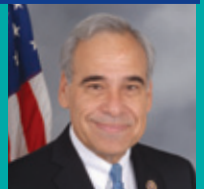
John Alan Doran
Sherman & Howard



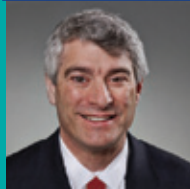
John Fay
LawLogix Group



Alice Gilman
Payroll Legal Alert



Charlie Gonzalez
Ogletree Deakins,
former congressman



Daniel Kaplan
Foley Lardner



Jonathan Kaplan
Littler



Richard A. Paul
Paul Plevin



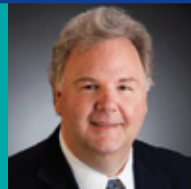
Kathy Perkins
Kathy Perkins LLC



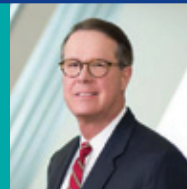
Fred M. Plevin
Paul Plevin



Jeffrey S. Portnoy
Cades Schutte



David Rittorf
Modern Management, Inc.



Robert Sheeder
Morgan Lewis



Jennifer Trulock
Baker Botts



George Yund
Frost Brown Todd



...from the top law firms...
...from across the country





SYMPOSIUM REGISTRATION



Name _____ Title _____

Organization _____

Address _____

City _____ State _____ ZIP _____

Phone (_____) _____ Email (required for webcast) _____

Fax (_____) _____ State of Admission/Bar # (attorneys only) _____

Yes! I want to stay up on the coming changes in HR and employment law. I understand my satisfaction is unconditionally guaranteed or my money back. Please register me for LEAP 2020 at:

- \$947** Early-Bird Rate (valid through February 25, 2020)
- \$1047** Standard Rate (valid after February 26, 2020) *Call for special group rates
- \$1177** LEAP 2020 PLUS attendance at the: I-9/E-Verify Summit Payroll Compliance Workshop (Check one)
- \$299** I cannot attend, but please send me the course materials
- \$359** Register me for the webcast of the: I-9/E-Verify Summit Payroll Compliance Workshop (Check one)

Payment:

- Check enclosed, payable to Business Management Daily/LEAP 2020
- Please charge my: VISA MasterCard AmEx Discover
- Card # _____ Expiration _____
- Name on Card _____
- Signature (required) _____



Registration Includes:

- Access to all LEAP sessions, including pre- and post-conference sessions
- A complimentary 6-month subscription to the HR SPECIALIST: EMPLOYMENT LAW newsletter
- A complimentary 6-month subscription to the HR SPECIALIST: PREMIUM PLUS online service
- Refreshment breaks
- Course materials
- Continental breakfast each day
- Luncheon each day
- Certificate of completion
- HRCI/SHRM/CLE credit hours

DATES:

March 25 – 27, 2020

LOCATION:

ARIA Hotel and Casino
3730 S. Las Vegas Blvd.
Las Vegas, NV 89158
(702) 590-7111

Book your room at ARIA at **www.LEAP-2020.com/hotel**. Rooms are limited, so make your reservation as early as possible. Ask for “LEAP 2020 Conference rate.” Reservations are the attendees’ responsibility and can be made by contacting ARIA.

HRCI/SHRM/CLE CREDIT

Attendees to LEAP, the *Payroll Compliance Workshop* and the *I-9 Summit* can earn recertification credit hours through the Human Resources Certification Institute (HRCI) and SHRM.

FOUR EASY WAYS TO REGISTER

ONLINE:
www.LEAP-2020.com

PHONE:
Toll-free (800) 543-2055

FAX:
(703) 905-8040

MAIL:
HR SPECIALIST
7600A Leesburg Pike, West Building, Suite 300
Falls Church, VA 22043



CANCELLATION POLICY

Participants will receive a full refund, less a \$150 processing fee, if cancellation is received by 5:00 pm ET on March 14, 2020. Otherwise, participants are responsible for the full registration fee. An alternate may always attend in place of an original registrant.