

HR Specialist and the Management Labor and Employment Roundtable present:

LEAP 2017

The 13th Annual Labor & Employment Law
Advanced Practices Symposium

March 29-31, 2017
Bellagio • Las Vegas, NV



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

The election of Donald Trump sent shock waves through the country – and the world. How will this historic event impact the world of human resources – and your work?

Find out at LEAP! LEAP 2017 takes place March 29-31 and features advice and insights from more than 30 top employment attorneys and HR experts. And our unique interactive sessions, roundtables and workshops give you one-on-one access to these experts on topics that matter to YOU.

From the Congress to the courts ... the agencies to the states ... and of course the White House, the only constant in 2017 is change. LEAP 2017 will help you keep up with the latest developments (and even stay a step ahead). Sign up today!

Sincerely,



Joseph L. Beachboard, Esq.
Moderator, LEAP 2017



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. Contact us for multiple-attendee discounts!

REGISTER FOR TWO SPECIAL WORKSHOPS BEFORE LEAP – WEDNESDAY, MARCH 29, 8:30-11:30 AM –

THE I-9/E-VERIFY SUMMIT

I-9/E-Verify Summit

Audits of I-9 employer documents are up 1,000% in the past decade – and failure to properly complete the new “smart I-9” could leave YOU smarting. Plus, immigration reform – a hot-button issue in the 2016 campaign – is at the top of President Trump’s to-do list AND many court dockets.

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 half-day session will pay for itself countless times over, as you avoid violations, stiff fines and even criminal prosecution.

LEAP 2017 attendees receive a 20% discount on the *Healthcare Reform Town Hall* 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.HealthReformTownHall.com and www.I-9Summit.com, or see the Symposium Registration page at the end of this brochure.

Healthcare Reform Town Hall 2017



Some parts of the Affordable Care Act (ACA) are facing repeal ... others are likely to be replaced ... and still others are being left intact. *The Healthcare Reform Town Hall* – our fourth annual summit – will help you tackle old and new challenges faced by HR and benefit professionals.

Worried about reporting and filing requirements? Confused over your responsibilities as an employer? Concerned about taxes and penalties? *The Healthcare Reform Town Hall* addresses these topics AND MORE – as our unique format lets you submit questions in advance and at the event itself.

Wednesday, March 29

12:00 – 5:00 pm**CONFERENCE REGISTRATION****3:00 – 5:00 pm****PRE-CONFERENCE WORKSHOPS**

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

- **RECORDKEEPING AND RECORDS MANAGEMENT: WHAT TO KEEP, WHAT TO TOSS**
New laws and regulations in recent years (including the Affordable Care Act) have created even more recordkeeping requirements for HR – with stiff penalties for noncompliance. Discover how to develop an effective records management strategy for your print and electronic HR records, including document management, retention and destruction/deletion.
- **EMPLOYEE HANDBOOKS WORKSHOP**
Virtually every employee handbook contains mistakes – errors that a savvy plaintiff’s attorney can use against you. Find out how to avoid the most common mistakes, so you can bulletproof your handbook. Our expert trainer will also cover the latest regulatory changes, as well as the challenge of digital handbooks.
- **WORKPLACE INVESTIGATIONS – WHAT TO DO, AND WHAT TO AVOID**
A bungled workplace investigation can cost you severely – ask the company whose HR team messed up to the tune of a \$15 million legal judgment. Find out how to plan your investigation ... choose your investigator ... and document every step. We’ll also discuss best practices to follow and pitfalls to avoid.

Thursday, March 30

7:45 – 9:00 am**REGISTRATION, CONTINENTAL BREAKFAST AND “YOU BE THE JUDGE” CONTEST****9:00 – 9:10 am****PROGRAM WELCOME AND OPENING REMARKS – JOSEPH BEACHBOARD, LEAP MODERATOR****9:10 – 10:00 am****EMPLOYMENT LAW 2017 – THE LATEST LEGAL, LEGISLATIVE, REGULATORY AND ENFORCEMENT NEWS**

How will massive Supreme Court changes affect key employment law rulings? What trends in state courts and legislatures should you be watching this year? The election of Donald Trump also means that

America has “elected” a new judicial and regulatory agenda. Discover what this will mean to HR, as our experts summarize key recent developments – in English, not legalese – with an eye toward how they affect your workplace and your work.

10:00 – 10:45 am**NEW PRESIDENT + NEW CONGRESS = NEW CHALLENGES FOR HR PROFESSIONALS**

Trump’s election is undeniably historic and will bring important changes for your workplace policies and practices. We’ll discuss the impact that President Trump and a Republican Congress will have on the HR legislative and regulatory landscape (and how it will directly impact you!).

10:45 – 11:00 am**BREAK****11:00 – 11:45 am****“WAGE-ING” WAR: OVERTIME AND OTHER RAGING WAGE & HOUR ISSUES**

In 2017, HR pros must deal with a wide variety of wage-hour challenges, including legal confusion surrounding the DOL’s landmark changes to federal overtime rules. This session will provide real-world case studies and focus on topics ranging from overtime to pay equity and new workplace laws coming from Washington and the states.

11:45 am – 12:15 pm**NLRB 2.0: NOT FOR UNION SHOPS ONLY**

Perhaps no other agency will see more changes under Trump than the National Labor Relations Board. We’ll review new actions by the board ... its impact on union and non-union shops ... and what moves the NLRB may make (or reverse) on social media, postings, handbooks and beyond.

12:15 – 1:45 pm**LUNCH & SPECIAL PRESENTATION: PAUL FALCONE, AUTHOR & HR GURU**

Paul Falcone, a former corporate HR exec at Paramount Pictures and Time Warner, is annually rated as one of SHRM’s top speakers and best-selling authors. In his dynamic presentation, **Tough Talks**, Paul will show you how to use “positive confrontation” to tackle sensitive topics, while protecting employees’ dignity ... your organization ... and yourself.

1:45 – 2:30 pm**BREAKOUT SESSION #1 – CHOOSE FROM:****1. FROM IN-HOUSE TO THE OUTHOUSE: HOW TO EFFECTIVELY WORK WITH OUTSIDE COUNSEL**

Bringing in an outside legal expert is sometimes necessary – but it can be contentious AND expensive. Discover how to get the most out of working with outside attorneys. Learn tips for successful collaboration and successful outcomes – while keeping legal fees to a minimum!

(Agenda continued, next page ...)

2. PUBLIC-SECTOR EMPLOYERS: UNIQUE ISSUES AND RISKS FOR 2017

Employment law issues for public sector employers are even more daunting than those faced by the private sector. This session covers some of the key issues (such as the impact of free-speech protection) and recent developments in public-sector employment law litigation.

3. THE VERY BEST WEBSITES, APPS AND TOOLS FOR HR PROFESSIONALS

Need help with a thorny HR problem? There's an app for that. Discover 35 helpful websites, online tools and smartphone apps – many of them free! – to help you save time AND money as you successfully tackle your human resource management and legal challenges.

**2:30 – 2:45 pm
ROOM CHANGE/BREAK****2:45 – 3:30 pm
BREAKOUT SESSION #2 – CHOOSE FROM:****1. HEALTHCARE REFORM**

Barack Obama's signature law, the Affordable Care Act, is likely to undergo massive change – requiring benefits and HR professionals to keep up and prepare for those changes. Discover Trump's plans for healthcare reform ... why it's a lot tougher than just "repeal and replace" ... and what HR and benefits people need to do to stay in compliance.

2. THE WIRED WORKPLACE

The growth of social media and personal tech devices has opened a can of worms (beyond Apple) for HR. This session will help you establish and enforce realistic (and legal) policies on employees' use of email, social media, smartphones and other devices.

3. FEDERAL CONTRACTOR ISSUES

If you do business with Uncle Sam, you're facing an increasingly dizzying array of problems that extend far beyond the contract itself. We'll review the latest wrinkles in OFCCP, minimum-wage requirements, employee leave and how your compliance issues could change in the Trump administration.

**3:30 – 3:40 pm
ROOM CHANGE****3:40 – 4:30 pm
HOW TO WIN EMPLOYEE LAWSUITS BEFORE THEY'RE FILED**

When an employee sues, even if you win, you lose – money, productivity, reputation and morale. And while winning a lawsuit is great, AVOIDING one is even better. Discover the best practices smart employers follow to ensure they aren't sued ... while setting yourself up for victory if you do go to court.

**4:30 – 5:00 pm
THE MOST BIZARRE EMPLOYMENT LAW CASES OF 2016**

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

**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 on Bellagio's breathtaking Grand Patio for a beverage and networking. This also provides an excellent opportunity to discuss the day's topics – or your betting strategies in the casino.

Friday, March 31**7:30 – 8:55 am
CONTINENTAL BREAKFAST AND INTERACTIVE HR ROUNDTABLE DISCUSSIONS**

Here's your chance to find solutions to your toughest employment law problems. Choose from 11 tables – each on a different topic that you can discuss with our legal expert. After 25 minutes you can switch to a second table, and then a third. Topics:

- Overtime Rules/Wage & Hour
- Employee Handbooks
- Harassment/Problem Employees
- FMLA/Leave
- Employee Engagement
- OFCCP/Federal Contractors
- I-9s/E-Verify/Immigration
- Investigations
- ACA /Health Care Reform
- California Employment Law
- Nevada Employment Law

**8:55 – 9:00 am
DAY TWO OPENING****9:00 – 9:40 am
DR. DENNIS DAVIS: POLITICAL CHARACTERS AND CUTUPS – HOW TO FIX WHAT THE 2016 PRESIDENTIAL RACE DID TO YOUR WORKPLACE**

Many believe Campaign 2016 led to the coarsening of workplace culture. Is this true – or have American politics and the U.S. workplace always been filled with characters, caricatures and cutups? Join Dr. Davis as he analyzes ways to move the workplace forward .. and how to restore much-needed calm.

9:40 – 10:15 am

I-9, E-VERIFY AND BEYOND: IMMIGRATION AND HR

Trump's plans to build a wall on America's southern border are coupled with proposals to use employers as a virtual wall against undocumented workers. Discover Trump's plans for mandating E-Verify, as well as guest worker visas, stepped-up audits, enforcement, fines, the new "smart" I-9 and other issues that HR pros nationwide MUST know more about – in detail – than ever before. This session will help you stay in compliance and out of trouble!

10:15 – 10:30 am

BREAK

10:30 – 11:15 am

EMPLOYEE LEAVE WORKSHOP

From FMLA to ADA to PDA and beyond, nearly every key HR law contains provisions for employee leave. Go beyond the basics with this critical review of what you must do (and when you can say no) on questions of religious accommodation, pregnancy leave, intermittent FMLA leave, disability leave and accommodation, and more.

11:15 am – 12:00 pm

RETALIATION: HOW TO PREVENT THE #1 EMPLOYEE COMPLAINT

Has America become Retaliation Nation? In 2015, 39,757 retaliation complaints were filed with the EEOC – representing almost half of all claims. Why? Guidelines allow for claims to be filed *even if an employee only subjectively feels they're being retaliated against*. Discover why juries love to award big bucks for retaliation claims ... and the "code words" that can trigger them.

12:00 – 1:00 pm

LEARN FROM THE LAWYERS LUNCHEON

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

1:00 – 1:30 pm

THE ULTIMATE WRAP-UP SESSION: KEY TAKEAWAYS FROM LEAP 2017

This closing event has quickly become a LEAP favorite. Because you can't be everywhere at once, speakers from LEAP's popular breakout sessions and pre- and post-conference workshops will give you the key takeaways from their sessions ... all in just 3 minutes each. Prepare to take notes! The Ultimate Wrap-Up Session is specifically designed to help you create an Action Plan that turns three days of insightful advice from your LEAP faculty into a comprehensive HR management and legal strategy.

1:30 – 2:00 pm

SPECIAL PRESENTATION – THE ROUNDTABLE PLAYERS

Funny lawyers? Really? YES! The Roundtable Players are famous for their humorous approach to concluding the LEAP seminar. Not only will you be entertained with their wit and comedy routine, the session also serves as a review of the highlights of the program. Past spoofs have included "HR Family Feud," "The Biggest HR Loser," "The Employment Law Apprentice" and "American Employment Law Idol." Don't miss what they come up with this year!

2:00 – 2:10 pm

GRAND PRIZE DRAWING & PROGRAM CLOSING

2:10 – 2:15 pm

ROOM CHANGE/BREAK

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:

- **THE TERMINATION WORKSHOP**

"*You're fired!*" It looks so easy on Trump's reality TV show, but the true reality is that terminating one employee (or 50) is fraught with legal peril. Find out what to say ... what NEVER to say ... and the procedures and documentation you must complete to guarantee fear-free dismissals.

- **PREPARING FOR DEPOSITIONS**

Depositions can be scary – even for top executives. This dynamic workshop will cover deposition dos and don'ts ... questions you should ask your attorney ... and more. We'll combine battle-tested advice with interactive role-playing to help HR professionals prepare themselves (and the C-Suite) to stay composed when you're deposed.

- **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). Those who just want to feel better about the legal environment in their home state also will enjoy this presentation!

- **NEVADA EMPLOYMENT LAW ROUNDTABLE**

Here's a one-of-a-kind chance to sit down with Nevada employment superlawyer Gary Moss in an informal, no-holds-barred Q&A session on Nevada employment law.

HOTEL OPTIONS

Welcome Back to Bellagio!

LEAP 2017 returns once again to the legendary Bellagio in the heart of Las Vegas. This signature location boasts luxury, convenience and the most dazzling views in all Las Vegas! Here are a few of the charms unique to Bellagio ...

The Fountains of Bellagio. All for your amusement, the most ambitious, choreographically complex water feature ever conceived amazes against the beautiful backdrop of Las Vegas' lavender sky. Each dynamic performance from the Fountains collection is unique in its expression and interpretation.

Conservatory and Botanical Gardens. The passionate display of nature in all its awe-evoking glory – quite simply, sensational! Let your imagination wander as you assume a leisurely stroll amongst rare natural finds selected distinctively for Bellagio from all over the world.

Fine Art at Every Turn. Beyond having a Fine Arts Gallery on the premises, Bellagio itself is an esthetic delight. The lobby is, in a word, grand, both in scale and in design. Above the 18-foot ceiling is a coffer filled with the most extraordinary glass sculpture, a chandelier called *Fiori di Como*, by glass sculptor Dale Chihuly, whose work has been exhibited in every major museum in the world. This stunning piece is comprised of 2,000 hand-blown glass blossoms. Chihuly's glass art sculptures also adorn the Bellagio Baccarat Lounge, with the Clusters Persians centerpiece, as well as his Blue Spears, which outline areas of the Conservatory and Botanical Gardens.



Bellagio offers not just world-class service and style, but our lowest room rates ever.

We look forward to welcoming you back to Bellagio and Las Vegas!

FREE GIFTS FOR LEAP 2017 ATTENDEES!

LEAP 2017 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 2017 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 shareholder with the law firm of Ogletree, Deakins, Nash, Smoak, & Stewart, P.C., in Los Angeles, Mr. Beachboard's articles have appeared in such leading publications as *HR Specialist: Employment Law*, *California Employment Law*, *HR Magazine*, *The National Law Journal*, *Workplace*, *HR Executive* and *The Los Angeles Times*. He speaks frequently at local and national events, and this year marks his eleventh as the moderator and driving force behind LEAP.



LEAP **OUR SPEAKERS**

2017

The Labor & Employment Law Advanced Practices Symposium features some of the finest HR legal minds in the country. LEAP 2017 speakers include:

Joe Beachboard, Ogletree Deakins, Torrance, CA (moderator)

Deborah S. Adams	Frost Brown Todd	Cincinnati, OH
Karl Ahlrichs	Gregory Appel	Indianapolis, IN
Mark Boxer	DLA Piper	San Francisco, CA
Richard Brann	Baker Botts	Houston, TX
C.B. Burns	Kemp Smith	El Paso, TX
Joseph Clees	Olgetree Deakins	Phoenix, AZ
John Coleman III	Burr & Forman	Birmingham, AL
James Dale	Stoel Rives	Boise, ID
Dr. Dennis Davis	Ogletree Deakins	Torrance, CA
Marcel Debruge	Burr & Forman	Birmingham, AL
John Doran	Sherman & Howard	Phoenix, AZ
Paul Falcone	Paul Falcone HR	Los Angeles, CA
John Fay	LawLogix	Phoenix, AZ
Michael W. Fox	Ogletree Deakins	Austin, TX
Greg Guidry	Ogletree Deakins	Lafayette, LA
Charles High	Kemp Smith	El Paso, TX
Jathan Janove	Janove Organizational Solutions	Portland, OR
Jonathan Kaplan	Littler Mendelson	Memphis, TN
Lisa Lichterman	Littler Mendelson	Memphis, TN
Larry Michaels	Mitchell Silberberg & Knupp	Los Angeles, CA
Gary Moss	Jackson Lewis	Las Vegas, NV
Anne Pachciarek	DLA Piper	Chicago, IL
Richard Paul	Paul Plevin	San Diego, CA
Kathy Perkins	Kathy Perkins LLC Workplace Law	Lawrence, KS
Fred Plevin	Paul Plevin	San Diego, CA
Peter Post	Olgetree Deakins	Pittsburgh, PA
Paul Prather	Littler Mendelson	Memphis, TN
David Rittof	Modern Management	Chicago, IL
Bob Sheeder	Bracewell & Giuliani	Dallas, TX
Steven Sufas	Ballard Spahr	Voorhees, NJ
Jennifer Trulock	Baker Botts	Dallas, TX
Andy Volin	Sherman & Howard	Denver, CO
George Yund	Frost Brown Todd	Cincinnati, OH

LEAP 2017 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. Please register me for LEAP 2017. I understand my satisfaction is unconditionally guaranteed or my money back. Please register me at:

- \$1177** LEAP 2017 plus I-9/E-Verify Summit Healthcare Reform Town Hall (Check one)
- \$1099** Standard Rate
- \$999** BMD/HRS Subscriber Rate (please provide account # _____)
- \$999** Early-Bird Rate (valid through February 17, 2017)
- \$899** BMD/HRS Subscriber AND Early-Bird Rate (please provide account # _____)

NOTE: To qualify for Subscriber discounts, address above must match our subscription records.

* Call for special group rates

- \$299** I cannot attend, but please send me the course materials.
- \$297** Webcast of I-9/E-Verify Summit Healthcare Reform Town Hall (Check one)
- Check enclosed, payable to Business Management Daily/LEAP 2017.
- Please charge my: VISA MasterCard AmEx Discover

Card # _____ Expiration _____

Name on Card _____ Signature (required) _____

Please bill me

Registration Includes:

- Access to all LEAP sessions, including pre- and post-conference events
- 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
- Continental breakfast each day
- Luncheon each day
- Refreshment breaks
- Course materials
- Certificate of completion
- HRCI/SHRM/CLE credit hours

DATES:

March 29-31, 2017

LOCATION:

Bellagio
3600 Las Vegas Boulevard South
Las Vegas, NV 89109
(888) 987-6667

Book Bellagio at www.LEAP2017.com/hotel. Rooms are limited, so make your reservation as early as possible. Ask for "LEAP 2017 Conference rate." Reservations are the attendees' responsibility and can be made by contacting Bellagio.

HRCI/SHRM/CLE CREDIT

LEAP, ACA Town Hall and I-9 Summit attendees can earn recertification credit hours through the Human Resources Certification Institute (HRCI) and SHRM.

FOUR EASY WAYS TO REGISTER

ONLINE:

www.LEAP2017.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

"Phenomenal speakers. Excellent content ... the BEST employment law conference in the U.S.!"
— attendee Tammy Barthel

CANCELLATION POLICY

Participants will receive a full refund, less a \$150 processing fee, if cancellation is received by 5:00 ET March 3, 2017. Otherwise, participants are responsible for the full registration fee. An alternate may always attend in place of an original registrant.