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Employment Law Update in Connecticut

Bridgeport, CT • May 21, 2013

Faculty

Moderator:
Louis B. Todisco, *Murtha Cullina LLP*

Lauren Meris Filiberto, *Murtha Cullina LLP*
Michael C. Harrington, *Murtha Cullina LLP*
Heidi Lane, *Connecticut Department of Labor*
Eric B. Miller, *Murtha Cullina LLP*
Hugh F. Murray III, *Murtha Cullina LLP*
Robert D. Noonan, *Robert Noonan & Associates*
Barry J. Waters, *Murtha Cullina LLP*
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Get the training you need to avoid compliance confusion *and* expensive litigation.

Prevent the financially crippling employee claims and lawsuits that plague employers in hard financial times. Register for this seminar and get the money-saving employment savvy your company has been looking for.

Let local experts teach you how to create compliant practices and bulletproof policies. With a slew of responsibilities already on your plate, how can you keep up with all the new developments? Easy – enroll today and discover the latest techniques to keep your company out of trouble.

Benefits for You

- Prevent claims from the beginning – learn the right way to hire
- Keep off the IRS' radar by correctly classifying your employees
- Stay safely in compliance with immigration regulations to avoid audits and fines
- Stop pay claims before they start – keep your wage and hour policies in line with the law
- Protect your company from unfair competition – and protect your valuable information – by effectively using noncompete agreements

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Learning Objectives

- You will be able to discuss the hiring process and at-will employment.
- You will be able to explain noncompete agreements and trade secret protection.
- You will be able to review wage and hour compliance.
- You will be able to discuss recent and proposed Connecticut legislation.

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Seminar Agenda

8:00 AM – 8:30 AM **Registration**

8:30 AM – 9:45 AM **The Hiring Process and At-Will Employment**

— *Robert D. Noonan*

- At-Will Employment Doctrine - The Current State of the Law
- Possible Contract Obligations
- Employment Applications
- Job Interview Do's and Don'ts
- Background Investigations
- Fair Credit Reporting Act
- Giving and Getting References
- Criminal Records Check and Pre-Employment Testing

9:45 AM – 10:30 AM **Noncompete Agreements and Trade Secret Protection**

— *Barry J. Waters*

- Defining Trade Secrets and Confidential Information
- Protection of Confidential Information
- Nonsolicitation and Noncompetition Agreements
- Enforcement of Covenants Not to Compete

10:30 AM – 10:40 AM **Break**

10:40 AM – 11:30 AM **Wage and Hour Compliance**

— *Hugh F. Murray III*

- Fair Labor Standards Act
- Exempt vs. Nonexempt: How to Classify Employees
- Employees vs. Independent Contractors
- Recordkeeping Requirements

11:30 AM – 12:30 PM **Administering Absences From Work: Leaves of Absence and Connecticut's Paid Sick Leave Law**

— *Heidi Lane, Eric B. Miller and Louis B. Todisco*

- Sources of Entitlement to Leaves of Absence
- Management of Employer Obligations
- Americans With Disabilities Act Issues
- Common Employer and Employee Questions
- Current Enforcement Issues

12:30 PM – 1:30 PM **Lunch (On Your Own)**

1:30 PM – 2:00 PM **Recent and Proposed Connecticut Legislation**

— *Heidi Lane*

- Unemployment Tax and Benefits Issues
- STEP UP Program
- Misclassification of Employees
- Other Pertinent Legislation

2:00 PM – 3:00 PM **When the Government Comes Knocking: OSHA, Immigration and Customs Enforcement, and Inspections/Audits**

— *Lauren Meris Filiberto and Michael C. Harrington*

- Overview of Legal Requirements
- Preparing for and Surviving Audits
- How to Respond Legally and Effectively to Inspections

3:00 PM – 3:10 PM **Break**

3:10 PM – 3:50 PM **Current National Labor Relations Act Issues**

— *Michael C. Harrington, Hugh F. Murray III and Louis B. Todisco*

- National Labor Relations Act Protections for the Nonunion Employee
- Employment At-Will Issues
- Social Media Issues

3:50 PM – 4:30 PM **Documentation, Personnel Files and Termination**

— *Michael C. Harrington and Barry J. Waters*

- Evaluating Risk
- Releases and the Older Workers' Benefits Protection Act
- Preparing for, or Better Yet, Avoiding Lawsuits

Yes! Sign me up!

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Where Is It?

Bridgeport Holiday Inn & Conference Center
1070 Main Street
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203-334-1234

Who Should Attend?

This seminar is designed for human resource managers, operations managers, presidents, vice presidents, supervisors, managers, controllers, accountants and attorneys.

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