

JUNE 21, 2019 YOU'RE INVITED

Ogletree
Deakins

The Denver office of
OGLETREE DEAKINS
presents a complimentary
EMPLOYMENT LAW BRIEFING

An informal and educational briefing to address
the latest labor and employment topics impacting
employers

LOCATION

Budweiser Events Center
Larimer County Conference Center
Sandhouse Room
5280 Arena Circle
Loveland, CO 80538
(970) 619-4000

DATE AND TIME

Friday, June 21, 2019
8:00 a.m. – 11:30 a.m.
(Registration and breakfast will begin at 7:30 a.m.)

COST

Complimentary
(A breakfast and program materials are included.)

REGISTRATION

Register online at www.ogletree.com or contact Brian Bernhard
at (303) 764-6838 or DENEvents@ogletree.com.

This program has been approved by the HR Certification Institute and SHRM for
3.0 hours of business credit. We are applying for Colorado CLE credit.

AGENDA

8:00 — 9:00 a.m.

PRACTICAL NONLEGAL LESSONS LEARNED FROM EMPLOYMENT LITIGATION

This practical and somewhat humorous presentation will focus on lessons employers can learn from lawsuits alleging discrimination, harassment, retaliation, and trade secret theft, but those lessons are not always purely legal in nature. Looking past the legal arguments, attendees will learn why employees file lawsuits in the first place, what employers can do to avoid being sued, and why juries find against employers. During this session, we will also discuss proposed changes advanced in the legislative and regulatory environments and their potential effects on organizations, as well as how to support, modify, or oppose those proposed changes.

Presenter: Austin E. Smith

9:15 — 10:15 a.m.

I-9 COMPLIANCE AND WORKSITE ENFORCEMENT IN 2019

The Trump administration has made worksite enforcement a policy priority since day one. Now, after tripling the number of Immigration and Customs Enforcement agents and taking steps to significantly increase the agency's worksite enforcement activities, the administration has substantially reinforced the concept that employers must monitor and police their workforces. This briefing will outline methods for establishing effective compliance programs, provide options for cleaning up problematic I-9 forms, and discuss recent audit and investigation activity by immigration authorities. Finally, the briefing will address developing areas in employment-based immigration enforcement and highlight steps employers should consider taking to ensure they are prepared for a variety of government visitors.

Presenter: Ann H. Lee

10:30 – 11:30 a.m.

BACK TO THE GRIND: MANAGING RETURN-TO-WORK ISSUES

You've managed your employee's leave of absence, and he or she is now ready to come back to work. Now what? Coordinating and managing employee leave rights under the FMLA, ADA, and state paid leave and workers' compensation laws present unique challenges for employers. This briefing will examine the interaction of these laws with an in-depth look at multiple leave areas that will help employers properly manage their many nuances.

Presenter: Chelsea Hutchison