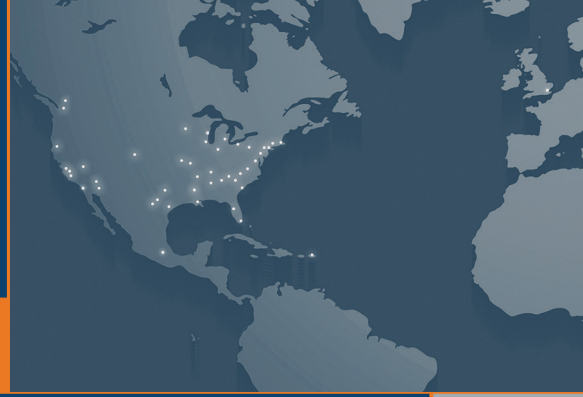




Ogletree
Deakins



MILWAUKEE

The Milwaukee office of
OGLETREE DEAKINS

presents
**MANAGING A WORKFORCE
IN 2020**

An informative and educational seminar to
address the latest labor and employment
law topics impacting all employers

**You're
Invited**

October 30–31, 2019

LOCATION

The American Club
419 Highland Drive
Kohler, WI 53044
(920) 457-8000

DATE AND TIME

Wednesday, October 30, 2019
8:45 a.m. – 5:00 p.m. Program
5:00 p.m. – 7:00 p.m. Cocktail Reception
(Registration and breakfast will begin at 8:00 a.m.)

Thursday, October 31, 2019
9:00 a.m. – Noon Immersion Sessions
(Breakfast will begin at 8:30 a.m.)

Please join us on Wednesday for a post-conference reception at the
Wisconsin Room and Terrace.

COST

\$109.00 per person
(A post-conference reception, breakfasts, lunch, and program materials are included.)

HOTEL RESERVATIONS

Hotel reservations can be made by calling The American Club's reservations department at (855) 209-5679. Reference the Ogletree Deakins room block and reservation number 82Z3HQ to receive the special room rate of \$179 per night. Note that the room block is limited and a credit card is required to guarantee each reservation.

REGISTRATION

Register online at www.ogletree.com or contact Suzanne Schwartz at
(414) 755-7823 or MILEvents@ogletree.com.

We have submitted this program to the HR Certification Institute and SHRM for review.
We are also applying for Wisconsin CLE credit.

AGENDA

WEDNESDAY, OCTOBER 30, 2019

- 8:00 – 8:45 a.m. **REGISTRATION AND BREAKFAST**
- 8:45 – 9:15 a.m. **HEADLINE NEWS**
Staying current with changes in employment law is essential to effective HR management. This session will provide an update on the most significant labor and employment law developments.
Presenter: David J.B. Froiland (Milwaukee)
- 9:15 – 9:55 a.m. **WAGE AND HOUR ROUNDUP**
Wage and hour issues are consistently top of mind for many employers, and this year is no exception. At the federal level, we have seen proposed regulations regarding exempt status and the regular rate, the issuance of a number of opinion letters, and an increase in enforcement actions and initiatives. In Wisconsin, litigation continues to define the wage and hour landscape, with the Wisconsin Supreme Court having decided a case regarding the compensability of travel time and set to decide a case regarding the impact of collective bargaining on donning and doffing. In this session, we will review these recent developments and others to help you maximize compliance, avoid mistakes, and minimize legal risks.
Presenter: Keith E. Kopplin (Milwaukee)
- 9:55 – 10:05 a.m. **PICK ME! SPEED DATING WITH TODAY'S BREAKOUT SESSION SPEAKERS**
In this fast-paced segment, our breakout session speakers will have two minutes to convince you to attend their presentation by providing you with a substantive synopsis of key employment law issues and developments.
- 10:05 – 10:20 a.m. **BREAK AND SIGN-UP FOR AFTERNOON BREAKOUT SESSIONS**
- 10:20 – 11:10 a.m. **MODERN PSYCHOLOGY OR JEDI MIND TRICKS: REEVALUATING HOW SUPERVISORS INTERACT WITH EMPLOYEES**
Communicating effectively with employees, receiving employee feedback, and retaining talent are increasingly important to all employers. Understanding how people's minds work—and eliminating faulty assumptions—can improve how employers manage employee reactions to changes in the workplace. This presentation will discuss strategies for selecting and training a management team with an eye toward building positive employee relations to improve overall morale and culture, and to reduce the dissatisfaction and frustration that can lead to turnover, conflict and legal claims, and union organizing activity.
Presenter: Matthew J. Kelley (Indianapolis) and Timothy C. Kamin (Milwaukee)
- 11:10 a.m. – Noon **LEADING US BEYOND BRO CULTURE**
Dominant masculinity has currency. Behaviors traditionally associated with masculinity—drive, grit, assertiveness, taking charge—are often rewarded, promoted, and modeled in the highest ranks of leadership. Those who don't behave in accordance with that stereotype may often get left behind. Those who don't fit in with the culture or in-group making deals outside the workplace may not have direct evidence or even indirect evidence of animus but leave us asking—how do we identify and eradicate bro culture from our enterprises, and why should we do so?
Presenter: Nonnie L. Shivers (Phoenix)
- Noon – 12:15 p.m. **BREAK**
- 12:15 – 1:30 p.m. **WORKING LUNCHEON: THE HUMAN CONNECTION AND OTHER HR SUPERPOWERS**
Presenter: Joe Sweeney, *Inspirational Speaker and New York Times Best-Selling Author*
- 1:30 – 1:45 p.m. **BREAK AND ROOM CHANGE**

1:45 – 2:30 p.m.

BREAKOUT SESSION SERIES ONE—CHOOSE BETWEEN THE FOLLOWING:

DUE DILIGENCE, INTEGRATION, AND HARMONIZING WORKFORCES

During any merger, acquisition, or other corporate restructuring, companies must juggle a myriad of challenging legal issues. At the same time, employers want to avoid business disruption and promote a smooth transition. Join our experienced panel of attorneys for a discussion of best practices for integrating workforces, corporate cultures, benefits plans, and company policies.

Presenters: David J.B. Froiland (Milwaukee)
Kevin J. Kinney (Milwaukee)
Sarah J. Platt (Milwaukee)

CAMPAIGNING AT WORK: SOCIAL AND POLITICAL EXPRESSION IN THE WORKPLACE

Today's social and political discourse can often spark heated debate, which can spill over into the workplace and cause challenges for employers. How can an employer build a productive and dedicated workforce while also respecting employees' expression of their views on topics of importance to them? With the upcoming 2020 elections, this session will discuss how to manage differences of opinion in the workplace, including challenging scenarios and practical tips on effective policies and laws that may impact employees' expression.

Presenters: Christine Bestor Townsend (Milwaukee)
Christina L. Wabiszewski (Milwaukee)

2:30 – 2:45 p.m.

BREAK AND ROOM CHANGE

2:45 – 3:30 p.m.

BREAKOUT SESSION SERIES TWO—CHOOSE BETWEEN THE FOLLOWING:

FMLA JEOPARDY!

Test your knowledge of the many nuances of the Family and Medical Leave Act (FMLA). From coverage to intermittent leave to return-to-work issues, attendees will be quizzed on fundamental and discrete points and questions under the FMLA.

Presenters: Sarah J. Platt (Milwaukee)
Kayla A. McCann (Milwaukee)

TOP TIPS FOR TRULY EFFECTIVE WORKPLACE INVESTIGATION INTERVIEWS

Employee interviews are often the key to the success of a workplace investigation. In fact, finding the truth is dependent on being as productive as possible when conducting these interviews. This session will discuss effective ways to start and end employee interviews, provide key insights on helpful preparation, and outline a method for asking questions that is proven to capture the most information and fill in the gaps.

Presenters: Brian M. Radloff (Milwaukee)
Jesse R. Dill (Milwaukee)

3:30 – 3:45 p.m.

BREAK AND RETURN TO GENERAL SESSION

3:45 – 4:30 p.m.

VPS OF HR PANEL DISCUSSION

Join our panel of HR executives as they provide insights regarding the most vexing issues facing their companies and practical strategies for addressing them. Topics will include recruiting in a tight market, managing leave abuse, differentiating your company as an "employer of choice," and creating a diverse and inclusive culture.

Moderator: Eric E. Hobbs (Milwaukee)
Panelists: Doug Smith, *Senior Vice President, CHRO*, Roadrunner Transportation Systems, Inc.
Kerry Rocolle, *Vice President, Human Resources*, Oshkosh Defense, LLC

4:30 – 5:00 p.m.

A LOOK AHEAD: WHAT TO PLAN FOR IN 2020

This session will identify key labor and employment trends that will impact employers in 2020, including pay equity, political expression, workplace violence and crisis preparation, I-9 immigration enforcement, legalized marijuana, and more. There will be lots of great information for your 2020 planning and budgeting.

Presenter: Bernard J. (Bud) Bobber (Milwaukee)

5:00 – 7:00 p.m.

WRAP-UP, GRAND PRIZE DRAWING, AND COCKTAIL AND HORS D'OEUVRES RECEPTION

THURSDAY, OCTOBER 31, 2019

8:30 – 9:00 a.m.

BREAKFAST

9:00 a.m. – Noon

IMMERSION SESSION—CHOOSE BETWEEN THE FOLLOWING:

TALENT MANAGEMENT IN TODAY'S LABOR MARKET

Employers today face a challenging environment for managing their workforces. Key issues include recruiting talent in a tight and highly competitive market, with some employers resorting to nontraditional hiring approaches. Employers must also comply with numerous state and federal laws that address discrimination in hiring, including the use of social media in recruiting, job applications, background checks and the use of criminal conviction records, the use or non-use of pre-employment drug testing, I-9 E-Verify immigration compliance, and more. This session will analyze the legal issues and identify strategies for recruiting, hiring, and retaining today's workforce.

Presenters: Bernard J. (Bud) Bobber (Milwaukee)

Jesse R. Dill (Milwaukee)

Beth Mathison, *Director, Member Relations*, MRA

Christina L. Wabiszewski (Milwaukee)

BACK TO THE FUTURE! MANAGING LEAVES AND RETURN-TO-WORK ISSUES

Coordinating and managing employee leave rights under the FMLA, ADA, and workers' compensation laws present unique challenges for employers. This session will examine the interaction of these laws and provide an in-depth look at multiple leave areas that will help employers properly manage the many nuances. An interactive portion will be included in which attendees become the judge and jury while working through challenging leave scenarios.

Presenters: Christine Bestor Townsend (Milwaukee)

Mark A. Johnson (Milwaukee)

Kayla A. McCann (Milwaukee)