

LEAP 2021 SYMPOSIUM AGENDA (all times Eastern)

3:05 – 3:45pm
Harassment, Discrimination & Retaliation in 2021: New Risks in a New World

Zoom-based harassment ... COVID retaliation ... social-justice discrimination. While Title VII and other anti-bias laws haven't changed much, HR departments are facing a fresh wave of challenges to those laws based on today's huge culture shifts. Discover the new risks you face in this new world, plus practical steps to keep your company out of court.

3:45 – 4:00pm  **Legal Brief**
The Workforce of the Future

From technology advancements to multigenerational staffs, HR professionals need to rethink their HR strategy to plan for the workforce of tomorrow. This session will provide a handful of quick, easy-to-implement tips to help you redefine your role.

4:00 – 4:30pm
Employee Expression & Social Media: Where to Draw the Line

Inflammatory comments on Facebook ... MAGA hats on the warehouse floor ... BLM walk-outs. How can you build a productive workforce while also respecting employees' expression? Discover the best policies and practices that minimize distractions but abide by the law.

4:30 – 5:00pm
A Look Into the LEAP Crystal Ball: HR Planning for the Next 12 Months

We'll close the conference by dusting off our crystal ball to

explain the six most important employment law issues to watch for the next 12 months—plus the concrete steps you need to take to prepare.

5:00pm **Closing & Grand Prize Drawing**

5:15 – 6:15pm ET
LEAP Post-Conference Workshops

Stick around after the general sessions to participate in one of these two special workshops presented by nationally recognized speakers:

- 1) HR Lost in the Weeds: A Workshop on Marijuana & Drugs in the Workplace**
 Currently, 35 states allow marijuana use for some purposes, but the complex maze of these laws and federal restrictions has left employers in a haze on how to manage testing, off-duty usage, safety concerns and legal compliance. We'll clear the air on marijuana laws and discuss how to deal with compliance related to other drugs, both legal and illegal.
- 2) California Employment Law Update: 2021 Compliance Issues**
 If you have staff in California, you know the only constant is change. COVID (and the state legislature) has brought several big changes that impact every company with workers in the state. This up-to-the-minute briefing on the state's complex employment laws provides a quick shortcut to compliance.

FREE Bonuses—Exclusively for Attendees

In addition to our incredible sessions and supplemental online course materials, LEAP attendees will also receive the following bonuses:

Employer's Practical Legal Guide. Our all-time best-seller! Prepared by top employment attorneys, this must-have, 400-page guidebook has everything you need to know to stop trouble before it starts. More than 80 checklists and self-audit questionnaires help you target your company's legal vulnerabilities and correct them quickly.



A 6-Month Subscription to the HR SPECIALIST: EMPLOYMENT LAW Newsletter. Each month, LEAP attendees will receive a comprehensive newsletter on the latest developments in employment law. Thousands of people pay hundreds of dollars for the *HR SPECIALIST: EMPLOYMENT LAW*—but it's yours FREE!



A 6-Month Subscription to the HR Specialist Premium Plus Online Information Service. From handy forms and checklists to over 30,000 archived articles AND our exclusive "Ask the Attorney" service, *Premium Plus* is THE go-to service for busy HR pros who need answers to pressing problems but don't have all day to search.



Conference Registration

Yes! I want to stay up on the coming changes in HR and employment law. Please register me for LEAP 2021. I understand my satisfaction is unconditionally guaranteed or my money back.

Name _____
 Title _____
 Organization _____
 Address _____
 City _____ State _____ ZIP _____
 Phone (_____) _____ Fax (_____) _____
 Email _____

TO REGISTER, VISIT

LEAP2021.COM

OR CALL 1-800-543-2055

Choose YOUR conference experience:

- \$579 - **Early-Bird Rate. BEST OFFER!** (Valid through March 10, 2021)
- \$679 - Standard rate (valid after March 10, 2021)
- \$777 - LEAP 2021 plus attendance at: I-9/E-Verify Summit Payroll Workshop (check one)
- \$297 - Register me only for the: I-9/E-Verify Summit Payroll Workshop (check one)

Check enclosed, payable to Business Management Daily/LEAP 2021.
 Please charge my: VISA MasterCard AmEx Discover
 Card # _____ Expiration _____
 Name on Card _____
 Signature (required) _____

Mail to: 7600A Leesburg Pike, West Bldg, Suite 300, Falls Church, VA 22043

DEEP DISCOUNTS for multiple-site registrations!

Contact Paul Legrady at plegrady@bmd.biz or call (703) 905-4516

Y11800

HR Specialist and the Management Labor and Employment Roundtable present:

LEAP 2021

March 24 – 26, 2021
VIRTUAL CONFERENCE... REAL RESULTS!

The 17th Annual Labor & Employment Law Advanced Practices Symposium



25+ first-class training sessions for HR!

SPECIAL PRESENTATION



The Honorable **Charles A. Gonzalez**, former leader

of the Congressional Hispanic Caucus

SPEAKERS—More than 25 of America's 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	 Dennis Davis, PhD Ogletree Deakins	 John Alan Doran Sherman & Howard
 Richard Brann Baker Botts	 James C. Dale Stoel Rives	 Dan Gallipeau, PhD Dispute Dynamics	 Alice Gilman Payroll Legal Alert	 Charles C. High Jr. Kemp Smith	 Tony Martin Ogletree Deakins
 Paul Prather Littler	 Steven W. Sufas Ballard Spahr	 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	 Paul Prather Littler	 Steven W. Sufas Ballard Spahr	 Fred M. Plevin Paul Plevin	 Jeffrey S. Portnoy Cades Schutte



Dear Colleague,

Today's HR specialist faces more challenges than ever. Work—and the workplace—has turned your profession on its ear. Yet you still need to keep track of the latest legal and regulatory developments, while taking into account your schedule ... your budget ... and your safety.

That's why LEAP—the Labor & Employment Law Advanced Practices Symposium—is virtual! LEAP 2021 takes place March 24 to 26—and you can get amazing training (and HRCI and SHRM credits) from the comfort of your home or office.

With the Biden administration in power in Washington and Democrats in control of both houses of Congress, change will be fast and furious. No other event can match LEAP's ability to keep you informed AND in compliance. We guarantee it (more on that in a moment).

Take a few minutes to review our entire program, and then go to LEAP2021.com to register at our special Early-Bird Rate. You'll also receive three FREE bonus gifts PLUS our legendary course materials!

Sincerely,



Joseph L. Beachboard, Esq., Moderator, LEAP 2021

P.S. Remember: If LEAP 2021 fails to meet your needs, we will refund 100% of your tuition. No questions asked—and the course materials and FREE gifts are yours to keep.



**JOIN US
ONLINE
THIS YEAR!**

WED., MARCH 24
11:30AM – 2:30PM EASTERN

BEFORE YOU LEAP

1 The I-9/E-Verify Summit

Audits of I-9 forms are up 1,000% in the past decade, and the employment verification process has changed dramatically during the pandemic. Plus, the Biden administration is expected to further increase I-9 enforcement and make important changes to the E-Verify system, guest worker programs and more.

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

LEAP 2021 attendees receive a **20% DISCOUNT** on these two virtual workshops. We've scheduled both events to make sure you don't miss any of LEAP's free pre-conference sessions, which start on Wednesday at 3:00pm Eastern.

2 Payroll Compliance Workshop

Payroll may be the most heavily regulated aspect of HR. And these regulations have teeth. Executives, HR and Payroll professionals can be held *personally* liable—and even face JAIL TIME—for some payroll violations. Plus, the pandemic has added a whole new layer of complexity to the payroll game.

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 ... key changes to W-2s and 1099s ... timekeeping ... expense reimbursement ... special payroll rules for remote workers ... and more. Plus, get solutions to your SPECIFIC problems.

Wednesday, March 24

3:00 – 4:30pm

PRE-CONFERENCE WORKSHOPS

Choose between either of these important sessions presented by dynamic, nationally recognized speakers:

- **Legal HR in a Remote Environment: Hiring, Terminations and Performance Management**
COVID has changed the workplace and your HR duties forever. In this interactive workshop, discover how to successfully (and legally) manage all aspects of your compliance obligations when either you or your employees are remote. Don't fall behind on this #1 workplace trend.
- **Supervisor Training that Pops ... In-Person and Virtually**
Supervisor training can shield employers from liability ... if it's done correctly. In this dynamic workshop, training legend Dr. Dennis Davis offers creative, interactive approaches to increase supervisors' engagement and attention during your training. Discover the do's and don'ts of engaging virtual presentations that inspire employees to closely follow along—and follow the law.

Thursday, March 25



11:30 – Noon
Coffee & Conversations

Learn from the pros AND your peers! Start your day by entering one of LEAP's virtual rooms—each on a different topic—in which you can talk with a legal expert and get your questions answered. Topics include: *COVID Q&A, Wage & Hour, Handbooks & Policies, Employee Leave and Harassment/Problem Employees*.

Noon – 12:10pm
Program welcome and opening remarks

12:10 – 1:00pm
The Biden Administration: What it Means for HR

The Biden administration brings a dramatic shift in workplace policies and practices from the past four years. New compliance obligations will be coming at a breakneck pace in 2021. Discover how all these new regulatory and legislative changes will radically alter the way you do your job (and protect your organization).

1:00 – 1:45pm
COVID & the Workplace, Part I: Tips for Successful HR Management

Even with a vaccine, HR will be dealing with complex issues arising from the pandemic for years to come. Discover the best practices your HR department should be using in 2021 on testing, return-to-work,

accommodations, reporting, employee leave, remote work, the vaccine and much more. Keep your company healthy and in compliance!

1:45 – 2:00pm Break / Yoga Stretch

2:00 – 2:15pm  **Legal Brief**
Emotional Contagion: Transferring Positivity in the Workplace

In this power-packed mini session, learn how to use the power of “emotional contagion”—the way one person's emotions and behaviors trigger other people—to help spread positivity and a can-do spirit in your workplace.

2:15 – 3:00pm ET

Breakout Session #1—Choose from:

- 1) **FMLA/Employee Leave Master Class: New Environment & New Responsibilities**
Managing employee leave is HR's toughest task—and the pandemic and new COVID laws have added to your risks. Go beyond the basics with this critical review of what you must do (and when you can say “no”) on questions of accommodations, intermittent leave, disability leave and more.
- 2) **Mental Health Issues in the Workplace: Caring & Compliance**
COVID has triggered a crisis of stress, depression and substance abuse. HR must walk a fine line between supporting employees' well-being while complying with an array of rules on leave, ADA accommodations, privacy and notification. Discover how to protect ALL your workers—and the C-suite.
- 3) **Public-Sector Employers: Unique Issues for 2021**
Public-sector employers face different legal hurdles than their private-sector colleagues, especially in the past 12 months. Discover how to manage these unique risks and learn about recent developments in public-sector employment litigation.

3:00 – 3:15pm Break

3:15 – 3:30pm  **Legal Brief**
Monitoring Employees: What's Legal, What's Not

During this remote revolution, more companies are using technology to keep tabs on their employees' work and movements. Where's the legal line? This Legal Brief session will quickly point out the steps employers should take—and those they MUST avoid.

“The best conference I've ever attended! The speakers were exceptional and the topics were timely and important. I have a long list of takeaways to implement.”

— attendee Barbara Wiswal

3:30 – 4:00pm
Internal Investigations in 2021: It's a New Experience


Conducting an HR investigation is more difficult in this new environment—yet more important than ever. Find out how to plan your investigations ... choose your investigator ... document every step ... and avoid the most common investigation mistakes in any setting.

4:00 – 4:30pm
Engaged or Enraged? Creating a Workplace that Inspires Motivation—Not Litigation

Wherever they work, a highly engaged staff means peak efficiency and better retention—plus fewer lawsuits. This session focuses on the top 10 tools, procedures and communication strategies to help employees feel engaged in their jobs (and less likely to engage an attorney). Learn the key causes of the current disengagement crisis, as well as the time-tested solutions.

4:30 – 5:00pm
The Most Bizarre Employment Law Cases of 2020

One of our most popular LEAP sessions each year, this hilarious review of the most bizarre employment law cases of the previous year will leave you laughing ... and thinking. That's because each crazy case carries a practical tip for employers as well.


 5:00 – 5:30pm
Cocktails & Questions

Unwind from a packed day of LEAP by sitting down with some of our featured speakers in a casual setting to review the lessons learned that day and get answers to your employment law questions.

Friday, March 26

 11:30am – Noon
Coffee & Conversations, Part II

Learn from the pros AND your peers! Start Day 2 by entering one of LEAP's virtual rooms—each on a different topic—in which you can talk with a legal expert and get your questions answered. Topics include: *COVID Q&A, The Biden Administration, Documentation & Recordkeeping, HR Investigations, Diversity & Inclusion*.

 12:00 – 12:35pm **Special presentation: The Honorable Charles A. Gonzalez**
With his background as a judge, a seven-term member of Congress and the leader of the Congressional Hispanic Caucus during the Obama administration, combined with his current position at a top employment law firm, Charlie Gonzalez is uniquely qualified to not only provide insight into the huge changes in Washington, but also how they will impact the HR profession.

12:35 – 12:50pm  **Legal Brief**
Key HR Cases Before the Supreme Court

Find out about the most significant cases for employers on the 2020–2021 Supreme Court docket and learn how the Court's rulings will affect your organization's policies.

12:50 – 1:30pm
COVID & the Workplace, Part II: Avoiding the Tidal Wave of Litigation

First came the virus ... then came the lawyers. As one law firm said, “*Now it's open season on employers*.” Do you know your liability risks related to employee leave? Wages? Medical accommodations? Safety requirements? School closings? Layoffs? In this advice-packed session, discover your vulnerabilities and the practical steps to avoid these risks.

1:30 – 1:45pm Break / Yoga stretch

1:45 – 2:15pm
Your Documents on Trial

From offer letters to termination notices—and everything in between—each employment document is a potential lawsuit waiting to happen. And in today's world, you need to document EVERY step you're taking to protect employees' safety. This session will examine the best practices, new trends and common errors that come into play when dealing with HR documents.

2:15 – 2:50pm ET

Breakout Session #2—Choose from:

- 1) **FMLA/Employee Leave Master Class: New Environment & New Responsibilities**
(repeated from Thursday)
Managing employee leave is HR's toughest task—and the new COVID laws have added to your legal risks. Go beyond the basics with this critical review of what you must do (and when you can say “no”) on questions of accommodations, intermittent leave, disability leave and more.
- 2) **D&I DNA: Implementing a Smart and Legal Diversity & Inclusion Program**
Everyone wants to build a diverse and inclusive culture. But where to start? How to measure success? And what training is required? This timely session provides a road map for designing an effective D&I program, plus warnings of key legal pitfalls to avoid.
- 3) **Federal Contractor Issues**
If you do business with Uncle Sam, you face an increasingly dizzying array of regulations. We'll review the latest wrinkles in OFCCP compliance, new wage rules, leave mandates, plus how your obligations may change in the Biden administration.

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