

Wednesday, March 25

MORNING WORKSHOPS *(separate registration required)*

8:30 – Noon: **The Payroll Compliance Workshop** (in Orovada 1)

8:30 – Noon: **The I-9/E-Verify Summit** (in Orovada 6)

MIDDAY SESSIONS *(presentations from sponsors – in Orovada Ballroom 4)*

12:45 – 1:30 pm: **A Consultant’s Insight on HR Data Issues in Advance of Wage-and-Hour Litigation**
– Joseph Krock, Ariel Kumpinsky, Austin Nelson, *The Claro Group*

1:30 – 2:15 pm: **The Top 10 Employer Mistakes That Drive Us Lawyers Crazy When We Have to Defend Them**
– John Doran, *Sherman & Howard, Phoenix*

Noon – 5:00 pm: **LEAP REGISTRATION**

LEAP Pre-conference Workshops *(choose one)*

3:00 pm to 5:00 pm	<u>Option 1</u> Advanced Internal Investigations <i>C.B. Burns , Kemp Smith, El Paso</i>	Orovada Ballroom 4
	<u>Option 2</u> Mental Health, Addiction and HR <i>Suzanne Martin, Ogletree Deakins, Las Vegas</i>	Orovada 6
	<u>Option 3</u> Employee Handbooks Workshop <i>Carrie Hoffman, Foley Lardner, Dallas</i>	Orovada 1

Thursday, March 26

6:30 – 7:15 am	Rise and Shine Yoga	Meet on the Pool Deck
7:45 – 9:00am	Continental Breakfast and “You be the Judge” Contest (prizes awarded!!)	Orovada 3, 5
9:00 am – 9:10 am	Program Welcome and Opening Remarks <i>Joseph Beachboard, Ogletree Deakins, Torrance, CA</i>	Orovada Ballroom 4
9:10 am – 10:00 am	Employment Law 2020: The Latest & Greatest Developments Impacting Employers <i>Fred Plevin, Paul Plevin, San Diego</i> <i>Steven Sufas, Ballard Spahr, Denver</i> <i>Jeff Portnoy, Cades Schutte, Honolulu</i>	Orovada Ballroom 4
10:00 am – 10:45 am	Washington Watch <i>Jonathan Kaplan, Littler, Memphis</i> <i>Charles High, Kemp Smith, El Paso</i> <i>Carrie Hoffman, Foley Lardner, Dallas</i>	Orovada Ballroom 4
10:45 am – 11:00 am	REFRESHMENT BREAK	
11:00 am – 11:45 am	Employee Leave and Accommodation: Solving HR’s Toughest Problem <i>C.B. Burns, Kemp Smith, El Paso</i> <i>Paul Prather, Littler, Memphis</i> <i>Suzanne Martin, Ogletree Deakins, Las Vegas</i>	Orovada Ballroom 4
11:45 am – 12:15 pm	Wellness Programs and the Law <i>Dan Kaplan, Foley & Lardner, Madison, WI</i> <i>Dennis Davis, Ogletree Deakins, Torrance, CA</i>	Orovada Ballroom 4
12:15 pm – 1:45 pm	LUNCH & Presentation: “The Election and the Workplace” <i>The Honorable Charles A. Gonzalez</i>	Orovada 3, 5

BREAKOUT SESSION #1 (choose one)

1:45 pm – 2:30 pm	Option 1: Immigration and HR: I-9 Forms, Audits and More <i>John Fay, Law Logix, Phoenix</i>	Orovada 1
	Option 2: HR Lost in the Weeds: Marijuana in the Workplace <i>Dan Kaplan, Foley & Lardner, Madison, WI</i>	Orovada Ballroom 4
	Option 3: America: Retaliation Nation? <i>Jennifer Trulock, Baker Botts, Dallas</i>	Orovada 6
2:30 – 2:45 pm	REFRESHMENT BREAK	

BREAKOUT SESSION #2 (choose one)

2:45 pm – 3:30 pm	Option 1: Employee Leave Roundtables <i>Choose a different table every 15 minutes. Table options:</i> <ul style="list-style-type: none"> • Return-to-Work Issues (<i>Carrie Hoffman</i>) • Reasonable Accommodation (<i>John Doran</i>) • FMLA/ADA (<i>C.B. Burns</i>) • Managing Intermittent Leave (<i>Kathy Perkins</i>) 	Orovada 1
	Option 2: Applicant Screening in a Tight Job Market <i>Jill Garcia, Ogletree Deakins, Las Vegas</i>	Orovada Ballroom 4
	Option 3: Public Sector Employers: Unique Issues & Risks for 2020 <i>Rich Paul, Paul Plevin, San Diego</i> <i>Sandy McDonough, Paul Plevin, San Diego</i>	Orovada 6
3:30 – 3:40 pm	ROOM CHANGE	

3:40 pm – 4:30 pm	Your Documents on Trial <i>John Doran, Sherman & Howard, Phoenix</i> <i>Richard Brann, Baker Botts, Houston</i> <i>Amanda Jones, Cades Shutte, Honolulu</i>	Orovada Ballroom 4
4:30 pm – 5:00 pm	The Most Bizarre Employment Law Cases of 2019 <i>Joseph Clees, Ogletree Deakins, Phoenix</i>	Orovada Ballroom 4
5:15 pm – 6:15 pm	COCKTAIL RECEPTION	
		Orovada 3, 5

Friday, March 27

6:30–7:15 am	Rise and Shine Yoga	Meet at the ARIA pool deck
8:00 am – 8:55 am Room: Orovada 3,5	<p>Interactive HR Roundtables & Continental Breakfast</p> <p><i>You'll have the option to switch tables every 20 minutes. Table options:</i></p> <p>Wage & Hour / Pay Equity.....<i>Carrie Hoffman, Foley Lardner</i></p> <p>Handbooks & Policies.....<i>John Doran, Sherman & Howard</i></p> <p>Harassment / Problem Employees...<i>Ward Phillips, Kramer Rayson</i></p> <p>Recordkeeping / Documents.....<i>Rich Paul, Paul Plevin</i></p> <p>I-9/Immigration Issues.....<i>John Fay, LawLogix</i></p> <p>FMLA / Leave Issues..... <i>Charles High, Kemp Smith</i></p> <p>HR Investigations.....<i>Kathy Perkins, Kathy Perkins Workplace Law</i></p> <p>OFCCP / Federal Contractors.....<i>Dan Kaplan, Foley Lardner</i></p> <p>California Employment Law.....<i>Fred Plevin, Paul Plevin</i></p> <p>Wellness / Stress.....<i>Kristin DiDomenico, KristinFitness.com</i></p>	
8:55 am – 9:00 am	Day Two Opening – Joseph Beachboard	Orovada Ballroom 4
9:00 am – 9:45 am	<p>Beyond Harassment and Bullying to Actual Cultural Change</p> <p><i>Deborah Adams, Frost Brown Todd, Cincinnati</i></p> <p><i>Robert Sheeder, Morgan Lewis, Dallas</i></p> <p><i>Ward Phillips, Kramer Rayson,, Knoxville</i></p>	Orovada Ballroom 4
9:45 am – 10:30 am	<p>Gig Problems are Big Problems: HR and the Changing Nature Workplaces—and Work</p> <p><i>Tony Martin, Ogletree Deakins, Las Vegas</i></p> <p><i>Rich Paul, Paul Plevin, San Diego</i></p> <p><i>Jennifer Trulock, Baker Botts, Dallas</i></p>	Orovada Ballroom 4
10:30 am – 10:45 am	REFRESHMENT BREAK	

10:45 am – 11:30 am	<p>Engaged or Enraged? Creating Workplaces that Inspire Motivation—Not Litigation</p> <p><i>Kathy Perkins, Kathy Perkins Workplace Law, Lawrence, KS</i> <i>David Rittof, Modern Management, Chicago</i> <i>George Yund, Frost Brown Todd, Cincinnati</i></p>	Orovada Ballroom 4
11:30 am – 12:00 pm	<p>HR Legal Training for Supervisors: Keep in Compliance (and out of Court)</p> <p><i>Dr. Dennis Davis, Ogletree Deakins, Torrance, CA</i></p>	Orovada Ballroom 4
12:00 pm – 1:00 pm	Learn from the Lawyers Luncheon	Orovada 3, 5
	ROOM CHANGE	
1:15 pm – 1:45 pm	<p>In Case You Missed It: Key Takeaways from the Breakouts and the Pre/Post Workshops</p> <p><i>Moderator: Joseph Beachboard</i></p>	Orovada Ballroom 4
1:45 pm – 2:15 pm	Special Presentation: The Roundtable Players	Orovada Ballroom 4
2:15 pm	Grand Prize Drawing / General Session Closing	Orovada Ballroom 4
2:15 – 2:30 pm	ROOM CHANGE	
2:30 pm – 4:00 pm	POST-CONFERENCE WORKSHOPS <i>(see next page)</i>	

Post-conference Workshops *(choose one)*

2:30 pm – 4:00 pm	<p><u>Option 1</u></p> <p>Be Aware and Prepare: How to End Bullying and Prevent Workplace Violence</p> <p>Dynamic speaker Dennis Davis – a perennial LEAP favorite – returns to the program with this timely presentation. As workplace violence episodes grow more frequent and severe, it's your job to prevent not just violence but bullying as well. Dr. Davis will discuss the atmosphere in which bullying and harassment take hold ... what to do to prevent these destructive behaviors ... and why your current policies might not be enough.</p> <p style="text-align: center;">Dr. Dennis Davis, director of client training, Ogletree Deakins</p>	Orovada Ballroom 4
	<p><u>Option 2</u></p> <p>The Termination Workshop</p> <p>Just one mistake during the termination process – a discipline error, documentation slip-up or the wrong words at the termination meeting – can lead to crippling litigation. In this interactive workshop, we'll provide a clear explanation of how to follow ALL the rules, so you can fire free from fear.</p> <p style="text-align: center;">Deborah Adams, Frost Brown Todd, Cincinnati</p>	Orovada 6
	<p><u>Option 3</u></p> <p>California Employment Law: Litigation, Here We Come</p> <p>This session will summarize the latest laws, litigation and liabilities in the state that leads the nation in new workplace protections. The program will be useful for those who manage employees in the Golden State and others interested in tracking the latest trends (developments occurring in California tend to spread east).</p> <p style="text-align: center;">Fred Plevin, Paul Plevin, San Diego Sandy McDonough, Paul Plevin, San Diego</p>	Orovada 1
	<p><u>Option 4</u></p> <p>Nevada Employment Law Roundtable</p> <p>If you have operations in Nevada, here is your one-of-a-kind chance to get all of your state-specific employment law questions answered in an informal, no-holds-barred Q&A session.</p> <p style="text-align: center;">Tony Martin, Ogletree Deakins, Las Vegas</p>	Orovada 7