

Thursday, April 19, 2018 | Condado Vanderbilt Hotel

<p>8:00 am - 8:45 am</p>	<p>Registration and Continental Breakfast</p>	
<p>8:45 am - 9:00 am</p>	<p>Welcome Remarks</p>	<p>Anabel Rodríguez-Alonso Managing Capital Member, Puerto Rico</p> <p>Stephan Swinkels Shareholder, Littler</p>
<p>9:00 am - 10:00 am</p>	<p>#NotYouToo: Establishing a New Normal Amid the #MeToo and Pay Equity Movements Without a doubt, the scandals brought about by the seismic #MeToo and pay equity movements are rattling just about every industry, forcing employers to reevaluate their practices. But for all the turmoil that business leaders are either witnessing or enduring, they may have an opportunity to seize this moment and establish a dramatically “new normal.” This panel will provide practical solutions for your organization to create a true equal employment opportunity workplace and avoid liability. Among other questions, the speakers will answer:</p> <ul style="list-style-type: none"> • How should an employer respond when an employee alleges a “#MeToo” claim of workplace sexual harassment on social media? • How can harassment training be made more practical and effective? • What analyses and compliance measures should be taken in light of the pay equity laws? • What pay equity laws apply to Puerto Rico employers? 	<p><i>Moderator:</i> Shiara L. Diloné-Fernández Capital Member, Puerto Rico</p> <p><i>Speakers:</i> Dana Connell Shareholder, Chicago, IL</p> <p>Carl Schuster Capital Member, Puerto Rico</p>
<p>10:00 am - 11:00 am</p>	<p>The Employment Law Reform - One Year Later: New Headaches or New Opportunities? It has been one year since the enactment of the “Labor Reform” (i.e., the Labor Transformation and Flexibility Act) and employers have begun experiencing the law’s impact on their ability to manage their workforce on a daily basis. This panel will address, from the standpoint of different industries, the most significant challenges that employers have faced, and the changes that they have had to make to their policies and practices to ensure compliance, attract and retain talent, including religious accommodations, shift change requests, payroll practices in light of grandfathering of some employees and benefits, probationary periods and terminations, amongst others.</p>	<p><i>Moderator:</i> Mariela Rexach Rexach Capital Member, Puerto Rico</p> <p><i>Speakers:</i> Noelia Borrego Associate Director, Human Resources, Zimmer Biomet</p> <p>Mariemi Sierra Human Resources Division Manager, Banco Popular de Puerto Rico</p> <p>Eva Sepúlveda-Vega Region Human Resource Manager, Sears Roebuck de Puerto Rico, Inc. and Kmart Corporation</p>

11:00 am - 11:20 am	Coffee Break	
11:20 am - 12:20 pm	<p>“Three Strikes and You’re Out”: You Sure About That?</p> <p>In some instances, an employer’s failure to follow its progressive discipline policy allows for unjustified dismissal, discrimination and retaliation claims to proceed in court even when the employee engaged in misconduct. This progressive discipline workshop will be highly interactive and practical, where panelists will engage one-on-one with attendees to analyze progressive discipline policies and practices within the following contexts:</p> <ul style="list-style-type: none"> • The type of language that is recommended (or should be avoided) • Dealing with prior verbal warnings • Responding to an employee’s discrimination or harassment claim shortly before an impending discipline • Policy wording requirements and recommendations • Conduct-related warning versus performance-related warnings 	<p><i>Moderator:</i> Rafael Aguiló Vélez Capital Member, Puerto Rico</p> <p><i>Speakers:</i> Erika Berríos - Berríos Member, Puerto Rico</p>
12:20 pm - 1:40 pm	Luncheon and Special Presentation: Littler Pay Equity Assessment	Aaron Crews Chief Data Analytics Officer, Sacramento, CA
1:40 pm - 2:40 pm	<p>The 2018 Employment Law Update</p> <p>This fun-filled, fast-paced year-in-review is a must-attend session for every employment counsel and HR executive who wants to stay on top of the ever-changing developments in employment and labor law. Our terrific panel will elucidate on the employment law ramifications of the latest court cases, legislative and regulatory activity and crucial developments that have occurred during the course of the last year and that will impact your workplace and your responsibilities during the rest of this year and beyond. Our panel will also bring to light those “fun facts” of the PR Labor Reform Law.</p>	<p><i>Moderator:</i> José Dávila Caballero Special Counsel, Puerto Rico</p> <p><i>Speakers:</i> Jay St. Clair Shareholder, Birmingham, AL</p>
2:40 pm - 3:00 pm	Coffee Break	

<p>3:00 pm - 4:00 pm</p>	<p>"A Change Is Gonna Come": Actual and Expected Changes Under the Trump Presidency</p> <p>Several work-related laws and rules implemented under the previous administration appear poised for the recycling bin. In this session, the panelists will discuss the current state of those workplace policies and initiatives and share their predictions related to the expected changes under the Trump administration's agenda, including:</p> <ul style="list-style-type: none"> • Federal law • Developments within the DOL, EEOC, NLRB and other federal agencies • Challenges and opportunities under new tax reform • The future of independent contracting • Other changes in legislation and regulations • Significant court cases that may impact employers in 2018 and beyond 	<p><i>Moderator:</i> Pedro Busó-García Capital Member, Puerto Rico</p> <p><i>Speakers:</i> Aaron Crews Chief Data Analytics Officer, Sacramento, CA</p> <p>Vanessa Marzán-Hernández Senior Counsel, Puerto Rico</p>
<p>4:00 pm - 5:00 pm</p>	<p>Another Employee from Hell!</p> <p>We first met the "employee from hell" (and her less-than-perfect supervisor) at the 2016 Puerto Rico Conference. We now meet other "employees from hell," along with their new supervisors, who are stumped as to how to handle them, and the company's newly minted HR manager. We will take the "hot topics" you have learned throughout this conference and apply them to real life scenarios that arise in the workplace every day. Some of the issues facing our supervisors and HR managers include:</p> <ul style="list-style-type: none"> • Requests for religious accommodations • Responding to employees' objections concerning transgender rights • Balancing leave of absence issues and reasonable accommodation requests • Handling internal complaints for issues unrelated to discrimination 	<p><i>Moderator:</i> Lourdes C. Hernández-Venegas Capital Member, Puerto Rico</p> <p><i>Speakers:</i> Elizabeth Pérez-Lleras Capital Member, Puerto Rico</p>
<p>5:00 pm</p>	<p>Cocktail Reception</p>	