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# 2023 PUERTO RICO EMPLOYER CONFERENCE



Thursday | April 27, 2023

8:00 a.m. — 8:45 a.m.

## Registration and Continental Breakfast

8:45 a.m. — 9:00 a.m.

## Welcome Remarks

9:00 a.m. — 10:20 a.m.

## The Ever-Evolving Workplace

Through a series of short interviews and reports, in talk-show style, our speakers will discuss hot topics and trends in the world of labor and employment law. This highly entertaining and interactive session will provide a quick overview of changes impacting our workplaces and influencing how human resources and employment law professionals address their job responsibilities today and in the coming years.

### Speakers

- Shiara Diloné-Fernández, Capital Member, Littler Puerto Rico
- Marko Mrkonich, Shareholder, Littler Minnesota
- Elizabeth Pérez-Lleras, Capital Member, Littler Puerto Rico
- Britney Torres, Shareholder, Littler Sacramento
- Javier Vázquez-Segarra, Senior Counsel, Littler Puerto Rico

10:20 a.m. — 10:40 a.m.

## Coffee Break

10:40 a.m. — 11:40 a.m.

## Recruiting, Hiring, Onboarding and Retention

This panel will focus on providing practical training on attracting and retaining talent, as well as insight into the challenges faced during the offer and hiring stages, new-hire orientation, onboarding, and employee training. We will also address market trends in recruitment processes, as well as tips on how to overcome the most common recruitment challenges you might be facing in your industry.

### Speakers

- Glorimar Acevedo-Cruz, Special Counsel, Littler Puerto Rico
- Erika Berrios Berrios, Capital Member, Littler Puerto Rico
- Melissa Rivera, Market Vice-President for PR & Dominican Republic, Manpower

11:40 a.m. — 12:40 p.m.

## Harassment: This, That and Everything in Between

We will discuss workplace investigations with particular emphasis on compliance with the written protocol requirements for workplace and sexual harassment complaint and investigation procedures established by the Puerto Rico Department of Labor and Human Resources and how to integrate them and make them work with other pre-existing company complaint procedures.

### Speakers

Hon. Gabriel Maldonado, Secretary of Labor and Human Resources, Puerto Rico  
Mariela Rexach, Capital Member, Littler Puerto Rico

12:40 p.m. — 1:40 p.m.

## Luncheon

1:40 p.m. — 2:40 p.m.

## Diversity, Equity and Inclusion - Moving from INTENT to IMPACT

Moving from INTENT to IMPACT is about what can be different and better in the DEI repertoire of goals, tools and solutions. It requires asking:

- How can organizations build an effective DEI strategy and program to attract and retain a more diverse workforce?
- What are some of the considerations in establishing these programs in Puerto Rico?
- How can an organization truly leverage the positive impact of DEI?

To answer these questions, we will ground ourselves on recent legal developments in the areas of employee benefits, policies, and recruitment practices. Our guest speaker, award-winning author and HR / DEI thought-leader, Monica Diaz, will share a refreshing framework of mindsets and behaviors that lead to the practical application of DEI strategies, and their relevance to the human dimensions and cultural norms that are most relevant in Puerto Rico.

### Speakers

Mónica Díaz, Award winning HR, Diversity, Equity & Inclusion Thought Leader  
Anabel Rodríguez-Alonso, Office Managing Shareholder, Littler Puerto Rico

2:40 p.m. — 3:40 p.m.

## You Have Burning (Labor and Employment) Questions? We've Got Answers!

Submit all your questions on any topic in Labor and Employment law. What are your biggest employee-related challenges? What issues should be top-of-mind for your business moving forward? How can you prepare for changes that are coming up?

Members of our team are eager to answer your burning L&E questions.

**Moderator:** Alberto Tabales-Maldonado, Associate, Littler Puerto Rico

3:40 p.m. — 4:00 p.m.

## Coffee Break

4:00 p.m. — 5:00 p.m.

## The 2023 Employment Law Update

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 implications of the latest court cases, legislative and regulatory activities and crucial developments that have occurred during the course of the last year that are expected to impact your workplace and your responsibilities during the rest of this year and beyond.

### Speakers

Lourdes Hernández-Venegas, Capital Member, Littler Puerto Rico

David Jordan, Shareholder, Littler Houston

José Dávila-Caballero, Special Counsel, Littler Puerto Rico

5:00 p.m.

## Closing Remarks and Cocktail Reception