



Littler

# ENVISION WORK



PUERTO RICO EMPLOYER CONFERENCE | SAN JUAN, PR | NOVEMBER 15, 2024

8:00 a.m. – 8:30 a.m.

## Registration and Breakfast

8:30 a.m. – 8:45 a.m.

## Opening Remarks

**Speakers:**

[Erika Berríos](#), [Lourdes C. Hernández](#)

8:45 a.m. – 10:05 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:**

[Elizabeth Pérez](#), [Shiara Diloné](#), [Mariela Rexach](#)

10:05 a.m. – 10:20 a.m.

## Coffee Break

10:20 a.m. – 11:20 a.m.

## “Del tingo al tango:” Top 10 HR Trends for 2024

We find ourselves in an ever-changing era of immediacy, urgency and pressing matters, and the ebb and flow of tides brings new trends to our workplace that we must address. We don't know if it happens to you too, but as soon as we get the hang of a trend, we are already facing a new one. Join us as we go through the top 10 human resources trends for 2024.

**Speakers:**

[Verónica Torres-Torres](#), [Glorimar Irene-Abel](#), [Joanna Pagán Andréu](#)

11:20 a.m. – 12:20 p.m.

## Y Ahora, ¿Quién Podrá Defenderme? Addressing Day-To-Day Wage and Hour Headaches

Complying with Puerto Rico and federal wage and hour laws can be a headache for human resources personnel. In this session, we will discuss common day-to-day situations that arise in the workplace and their legal implications. Following a question-and-answer format, we will tackle topics, such as considerations when an employer overpays an employee, how to calculate vacation accrual penalties, and determining the regular rate of pay to compensate overtime, seventh days, meal period penalties and statutory paid leaves when shift differentials apply.

**Speakers:**

[Anabel Rodríguez](#), [Daniel Quiles](#)

12:20 p.m. – 1:35 p.m.

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

Submit your questions on any topic in labor and employment (L&E) law through the Conference registration page or when you check in on the day of the Conference. 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.

**Moderators:**

[Alberto Tabales](#), [Glorimar Acevedo](#)

1:35 p.m. – 2:35 p.m.

## Generational Shifts in Employment Law: Navigating the Evolving Workplace Landscape

We will discuss how to manage a multi-generational workforce, understanding the unique traits of each age group, and identifying common legal risks associated with each generation. We will share practical tips for creating a balanced and compliant workplace.

**Speakers:**

[Erika Berríos](#), [Sashmarie Rivera](#), [Jeylimar Fuentes](#), [Joanna Pagán](#)

2:35 p.m. – 3:35 p.m.

## AI & U: The Gameshow Where Digital Dilemmas and Practical Advice Intersect

AI is revolutionizing the modern workplace, with fresh and innovative applications being unveiled each day. For in-house counsel and other corporate leaders, a deeper grasp of the risks and opportunities embedded in this transformative technology is critical. That's where our dynamic, high-octane gameshow comes in! Join us as our engaging hosts lead you through a riveting array of AI topics, covering the basics and diving into legal nuances to ensure that you leave with insight into new and evolving AI challenges. You need only to don your thinking cap, select your answers, and then listen as experienced attorneys from across the Littler-verse concisely explain the key concepts and considerations at play. Armed with this knowledge, you'll be better equipped to guide business leaders and stakeholders as your organization embarks on its AI journey. So come test your mettle with a series of progressively challenging questions and see if you have what it takes to be crowned AI Expert . . . because the future of the workplace is AI & U.

**Speakers:**

[Niloy Ray](#), [Alberto Tabales](#)

3:35 p.m. – 3:50 p.m.

## Coffee Break

3:50 p.m. – 5:00 p.m.

### The 2024 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 C. Hernández](#), [José Dávila-Caballero](#), [David Jordan](#)

5:00 p.m.

### Closing Remarks and Cocktail Reception