



50th Annual

APRIL 10-11, 2025 | SAINT JOHN'S RESORT, PLYMOUTH

# Labor & Employment Law Institute

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Labor & Employment Law Section of the State Bar of Michigan

## KEEP CURRENT

Get critical updates on ADA, FMLA, FLSA, PWFA, EEO, and more.

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# Tackle Today's Hot Topics

Stay up to date on the ADA, FMLA, FLSA, PWFA, and EEO. Hear the latest expert analyses on AI in the workplace, along with insights on cybersecurity and data privacy. Learn to navigate noncompetes and restrictive covenants. Plus, get advice from judges about how to quickly resolve employment matters.

Make sense of the key issues in today's workplace and keep your clients and companies one step ahead with our lineup of more than 40 speakers.

## Featured Speakers



**Adam S. Forman**  
Epstein Becker & Green PC,  
*Southfield*



**Susan Hartmus Hiser**  
Calzone Hiser PLLC, *Wixom*



**Tiffany Buckley-Norwood**  
Trinity Health, *Livonia*

## Ideal for Lawyers and HR Professionals

### AI Under the Hood: Navigating Compliance in the Workplace

Renowned for his expertise on tech-related matters, Adam is one of our most popular presenters. He returns this year to cover the latest key updates to AI legislation. This session explores how vendors and employers are adapting through regular algorithm audits, transparent reporting, and securing employee data with explicit consent and advanced cybersecurity measures. Walk away with actionable compliance strategies to implement in your organization.

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### Live Action Interviews: Getting the Facts from Difficult Witnesses

Susan is an experienced, award-winning practitioner who focuses her practice on employment counseling, investigations, and litigation on behalf of a variety of employers. She joins Nakisha N. Chaney of Salvatore Prescott Porter & Porter PLLC for a deep dive into the challenges that arise in conducting witness interviews. Get expert tips on asking tough questions, gaining the trust of the witness, what to do when a witness refuses to cooperate, and navigating DEI issues.

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### Accommodations: Pregnancy, Lactation, and More

An experienced lawyer and acclaimed speaker, Tiffany serves as associate counsel for the health system, providing practical advice on employee relations and compliance initiatives. She is joined by Jennifer L. Lord for an in-depth analysis of how the PWFA and PUMP Act interact with laws like ADA, FMLA, and Michigan's paid sick leave. Gain insights on new requirements and necessary medical documentation and leave equipped with essential resources to navigate complex accommodations with confidence.

# Critical Updates

## Federal Updates

Get practical takeaways regarding the ADA, FMLA, FLSA, EEO, and more. Learn best practices for drafting, negotiating, and enforcing noncompetes and restrictive covenants while ensuring compliance.

## State Updates

Take a deep dive into managing multistate compliance and how the PWFA interacts with Michigan's paid sick leave laws. Confidently handle a case in front of MERC with discussions of Commission practice in mediation, Act 312, and more.

## HR Updates

Gain vital knowledge on effectively handling employee terminations, immigration fundamentals for workforce management, and best practices for crisis planning and workplace violence. Plus, join an interactive session that explores how the newest court decisions, legislation, and rules may impact your HR department.

## Featured Speakers



**Terry W. Bonnette**  
Nemeth Bonnette Brouwer PC, *Detroit*



**Sarah S. Prescott**  
Salvatore Prescott Porter & Porter PLLC,  
*Northville*

## Hot Topic

### Human Resources Challenges Today

James F. Hermon is back to address today's top HR challenges. Join James and a panel of experts for a practical review of real case studies on managing common risk factors. Discover how the latest court decisions, legislation, and rules could impact your HR department.

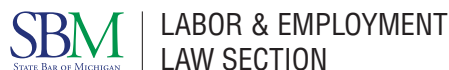


**James F. Hermon**  
Dykema, *Detroit*

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# Agenda

CLE: 8.25 MCJE: 8.25 HRCI: 8 SHRM: 8.25 LEVEL: Basic/Intermediate/Advanced

## THURSDAY, APRIL 10, 2025

- 8:00am Registration, Continental Breakfast, and Vendor Showcase
- 9:00am Welcome and Section Activity Update
- 9:15am 50 Years of Labor & Employment Law: Lessons Learned from the Front Lines
- 10:05am Live Action Interviews: Getting the Facts from Difficult Witnesses
- 10:55am Networking Break
- 11:10am Cybersecurity and Data Privacy: Protecting the Workplace and Employee Data
- 12:00pm Networking Lunch On-Site (All Attendees)
- 12:00pm Lunch Roundtable Event (Preregistration Required—Limit 60)

### Legal Updates Track

### Human Resources Professionals Track

1:15pm	What's Happening with the Americans with Disabilities Act (ADA)	Navigating the Changing Landscape of Noncompetes and Restrictive Covenants
2:10pm	What's Happening with the Family and Medical Leave Act (FMLA)	Human Resources Challenges Today
3:00pm	Networking Break	Networking Break
3:15pm	What's Happening with the Fair Labor Standards Act (FLSA)	How to Legally Terminate or Separate Employees
4:10pm	What's Happening with Equal Employment Opportunity (EEO)	Accommodations: Pregnancy, Lactation, and More

- 5:00pm Networking Reception

## FRIDAY, APRIL 11, 2025

- 8:00am Registration, Continental Breakfast, and Vendor Showcase

### Employment Track\*

### Labor Track\*

### Human Resources Professionals Track\*

9:00am	We're Not in Kansas (or Michigan) Anymore: Managing Multistate Compliance with Employment Laws	Handle a Case in Front of the Michigan Employment Relations Commission (MERC)—Part 1	Immigration Basics for the HR Professional
10:00am	Judges Panel	Handle a Case in Front of the Michigan Employment Relations Commission (MERC)—Part 2	Workplace Violence: Crisis Planning, Training and Reporting

- 10:50am Networking Break
- 11:05am AI Under the Hood: Navigating Compliance in the Workplace

\*MP3 download for each session in the track will be available to all registrants after the seminar.

### FREE BONUS GUIDE

Updated for 2025, every registrant gets a free *Legal Resource Guide*. Use it for quick and easy reference throughout the year.

### Don't Miss a Special 50th Anniversary Session

Join us in celebrating the 50th anniversary of the *Labor and Employment Law Institute!* Our all-star panel of experienced practitioners relive the pivotal moments in the evolution of labor and employment law, helping you better understand how we ended up where we are today.

## Tracks

### Plenary Sessions

9:00am/Thursday

#### Welcome and Section Activity Update

Hear from the current chair of the Labor & Employment Law Section of the State Bar of Michigan.

Mami Kato, Ogletree Deakins PLLC, *Birmingham*

9:15am/Thursday

#### 50 Years of Labor & Employment Law: Lessons Learned from the Front Lines

Join us in celebrating the 50th anniversary of the *Labor and Employment Institute* with an engaging and informative look at the past 50 years. Our panel takes on the life and death of *Toussaint*, unpredictable advancement of sex harassment claims, explosion of whistleblower/retaliation claims, emergence of the FMLA, awakening of the sleeping FLSA giant, checkered history of ADA litigation, and challenges of multistate compliance. Relive these pivotal moments in the evolution of labor and employment law.

Margaret (Meg) C. Alli, Ogletree Deakins PLLC, *Birmingham*; Kathleen L. Bogas, Bogas & Koncius PC, *Bingham Farms*; Gloria A. Hage, University of Michigan Office of the Vice President and General Counsel, *Ann Arbor*; Maurice G. Jenkins, Jackson Lewis PC, *Southfield*; Sheldon J. Stark, Mediator and Arbitrator, *Ann Arbor*

10:05am/Thursday

#### Live Action Interviews: Getting the Facts from Difficult Witnesses

Whether in formal workplace investigations or informal inquiries, not all fact-gathering interviews go according to script. This panel will use real-life situations and role-play to demonstrate techniques that will help you overcome challenges that arise in conducting witness interviews and getting the information you need. Panelists will address how to ask the tough questions, how to gain trust and encourage witnesses to open up, what to do when a witness refuses to cooperate, and how to navigate DEI issues.

Nakisha N. Chaney, Salvatore Prescott Porter & Porter PLLC, *Northville*; Susan Hartmus Hiser, Calzone Hiser PLLC, *Wixom*

11:10am/Thursday

#### Cybersecurity and Data Privacy: Protecting the Workplace and Employee Data

Data breaches can have severe financial and reputational consequences for organizations. Understand the risks and how information gets exposed. Explore the role of HR in ensuring that organizations comply with data protection regulations. Take away best practices, including good email

hygiene and creating a culture of transparent reporting, to ensure sensitive employee information isn't compromised.

Colin M. Battersby, McDonald Hopkins LLC, *Bloomfield Hills*

12:00pm/Thursday

#### Networking Lunch On-Site (All Attendees)

12:00pm/Thursday

#### Lunch Roundtable Event

(Preregistration Required—Limit 60)

Sit down with leaders in marketing, human resources, labor law, and employment law. Expand your network and engage in conversation on the pros and cons of remote, hybrid, and face-to-face workforces.

Daniel J. Clinton, Dan Clinton Consulting, *Farmington Hills*; Jennifer Mercier, JMC Leadership, *Lake Orion*; Nancy L. Newman, Newman Hawkins Legal Search, *Farmington Hills*; John F. Reed, Rain BDM, *Bloomfield Hills*

### Moderators



**Labor Track**

Mark H. Cousens  
*Southfield*



**Human Resources Professionals Track, Day 1**

Rebecca Dioso  
*Monetate, Grosse Ile*



**Plenary Session, Day 1**

Gloria A. Hage  
University of Michigan Office of the Vice President and General Counsel, *Ann Arbor*



**Legal Updates Track & Plenary Session, Day 1**

Mami Kato  
Ogletree Deakins PLLC, *Birmingham*



**Employment Track & Plenary Session, Day 2**

Christina K. McDonald  
Dickinson Wright PLLC, *Grand Rapids*

**Human Resources Professionals Track, Day 2**

Sarah M. Younglove  
Autokinon, *New Boston*

## Tracks

5:00pm/Thursday

### Networking Reception

11:05am/Friday

### AI Under the Hood: Navigating Compliance in the Workplace

As legislators start to regulate the use of AI, implementation and compliance strategies will need to adapt. This session will cover key legislative updates for 2025 and will explore how vendors and employers are adapting through regular algorithm audits, transparent reporting, and securing employee data with explicit consent and advanced cybersecurity measures. We'll also discuss the importance of ongoing training and proactive partnerships with legal experts to navigate compliance effectively. You'll walk away with a clear understanding of essential compliance strategies and tools to implement in your organization.

Adam S. Forman, Epstein Becker & Green PC, *Southfield*; RyAnn Hooper, New York Life Insurance Company, *New York, NY*

## Legal Updates Track

1:15pm/Thursday

### What's Happening with the Americans with Disabilities Act (ADA)

Megan P. Norris, Miller Canfield PLC, *Detroit*; Sarah S. Prescott, Salvatore Prescott Porter & Porter PLLC, *Northville*

2:10pm/Thursday

### What's Happening with the Family and Medical Leave Act (FMLA)

Terry W. Bonnette, Nemeth Bonnette Brouwer PC, *Detroit*; Ryan Rosenberg, Fagan McManus PC, *Royal Oak*

3:15pm/Thursday

### What's Happening with the Fair Labor Standards Act (FLSA)

Sean F. Darke, Dykema, *Bloomfield Hills*; Alana A. Karbal, Sommers Schwartz PC, *Southfield*; Jesse L. Young, Sommers Schwartz PC, *Southfield*

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4:10pm/Thursday

### What's Happening with Equal Employment Opportunity (EEO)

Maria Fracassa Dwyer, Clark Hill PLC, *Detroit*; Heidi T. Sharp, The Sharp Firm PLLC, *Clinton Township*

## Human Resources Professionals Track

1:15pm/Thursday

### Navigating the Changing Landscape of Noncompetes and Restrictive Covenants

Explore the evolving world of restrictive covenants, focusing on recent legal developments involving noncompete agreements. Learn best practices for drafting, negotiating, and enforcing these agreements while ensuring compliance. Discover how to tailor covenants to your specific business needs, acknowledging that one size doesn't fit all. Plus, learn methods for safeguarding sensitive information while managing employee mobility and preventing confidentiality breaches.

Sarah L. Nirenberg, Butzel Long PC, *Troy*

2:10pm/Thursday

### Human Resources Challenges Today

Back to address all of today's challenges, this practical review uses real case studies and audience voting on how to manage common risk factors, all in order to show how the newest court decisions, legislation, and rules may impact your human resources department. Get insight and analysis from top experts. Bring your questions and get them answered.

James F. Hermon, Dykema, *Detroit*; Brian E. Koncius, Bogas & Koncius PC, *Bingham Farms*; Jennifer B. Salvatore, Salvatore Prescott Porter Porter PLLC, *Northville*; Daniel L. Villaire, Jr., Ogletree Deakins PLLC, *Birmingham*

3:15pm/Thursday

### How to Legally Terminate or Separate Employees

Every employer is faced with difficult decisions when it comes to employee terminations and staff reductions. This session will discuss best practices when navigating the complexities of employee terminations and reductions in force (RIFs), including understanding key business considerations, identifying legal risks, and implementing the decision.

Lori Keen Adamcheski, Delta Dental of Michigan, Ohio, and Indiana, *Okemos*; Rebecca Dioso, Monetate, *Grosse Ile*

4:10pm/Thursday

## Accommodations: Pregnancy, Lactation, and More

Take a deep dive into the new world of accommodations. Using short scenarios, understand how the PWFA and the PUMP Act interact with other laws, such as the ADA, FMLA, ELCRA, PWDCA, and Michigan's paid sick leave laws. What are the new requirements? What kind of medical documentation is needed? This practical session answers your questions and provides the resources you need.

Tiffany A. Buckley-Norwood, Trinity Health, *Livonia*; Jennifer L. Lord, Pitt McGehee Palmer Bonanni & Rivers, *Royal Oak*

9:00am/Friday

## Immigration Basics for the HR Professional

Get a comprehensive overview of immigration fundamentals crucial for workforce management. Learn about the common work visa categories, employer sponsorship process, compliance requirements, and best practices for supporting your foreign national workforce. Take away the tools to navigate immigration regulations and ensure your company's immigration procedures are up-to-date and effective.

Suzanne K. Sukkar, Dickinson Wright PLLC, *Ann Arbor*

10:00am/Friday

## Workplace Violence: Crisis Planning, Training and Reporting

Minimize risks, enhance safety and equip your organization to handle potential workplace threats. Take away best practice tips for creating crisis plans and implementing effective training and proper reporting procedures too. Discussion will focus on policy implementation and compliance with requirements under the National Labor Relations Act and other federal and state laws.

Jeffrey S. Kopp, Foley & Lardner LLP, *Detroit*; Sarah M. Younglove, Autokinon, *New Boston*

## Employment Track

9:00am/Friday

### We're Not in Kansas (or Michigan) Anymore: Managing Multistate Compliance with Employment Laws

With the proliferation of a work anywhere culture, more and more companies are crossing state lines and learning that employment laws differ, to a greater or lesser degree, from state to state. Our panelists will highlight notable traps for the unwary and discuss methods to approach compliance. The panel will draw examples from topics such as paid family

and sick leave, medical and recreational marijuana use laws, and firearm regulation.

Michael A. Chichester, Jr., Littler Mendelso PC, *Detroit*; Jessica G. Kingston, Littler Mendelson PC, *Detroit*

10:00am/Friday

## Judges Panel

Hear from employment judges from across the state. Take away practice tips to ensure your employment matters resolved quickly.

Hon. Susan K. DeClercq, U.S. District Court for the Eastern District of Michigan, *Detroit*; Christina K. McDonald, Dickinson Wright PLLC, *Grand Rapids*; Hon. Christopher P. Yates, Michigan Court of Appeals, *Grand Rapids*

## Labor Track

9:00am/Friday

### Handle a Case in Front of the Michigan Employment Relations Commission (MERC)—Part 1

Whether a novice or experienced practitioner, this session is for you. Hear discussions of Commission practice in unit elections, mediation, unfair labor practice charges, fact-finding and Act 312 as well as updates on recent decisions. Plus, learn about e-filing, recent legislation, and MERC's services in private sector collective bargaining and grievance disputes.

Matthew Clark, Gregory Moore Brooks and Clark PC, *Detroit*; Mark H. Cousens, General Counsel, *Southfield*; Robert T. Schindler, Miller Johnson, *Detroit*; Sidney McBride, Bureau of Employment Relations, Michigan Employment Relations Commission, *Detroit*

10:00am/Friday

### Handle a Case in Front of the Michigan Employment Relations Commission (MERC)—Part 2

Whether a novice or experienced practitioner, this session is for you. Hear discussions of Commission practice in unit elections, mediation, unfair labor practice charges, fact-finding and Act 312 as well as updates on recent decisions. Plus, learn about e-filing, recent legislation, and MERC's services in private sector collective bargaining and grievance disputes.

Matthew Clark, Gregory Moore Brooks and Clark PC, *Detroit*; Mark H. Cousens, General Counsel, *Southfield*; Robert T. Schindler, Miller Johnson, *Detroit*; Sidney McBride, Bureau of Employment Relations, Michigan Employment Relations Commission, *Detroit*

50TH ANNUAL

# Labor & Employment Law Institute

APRIL 10-11, 2025

Saint John's Resort, Plymouth

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**Accommodations:** A discounted block of rooms has been reserved at Saint John's Resort in Plymouth under group code IC041025A. Visit [www.icle.org/labor/hotel](http://www.icle.org/labor/hotel) or call 734-414-0600 to reserve a room. Reservations must be made by 03/19/25. Registrants are responsible for their own hotel expenses.

Prices guaranteed until 04/10/25. Cannot combine discounts. <sup>1</sup>Please attach additional sheet listing registrants attending. All registrations must be submitted and paid for at the same time. <sup>2</sup>Current sitting state court judges (limit 40) attend free and must call ICLE or submit order form to register. <sup>3</sup>Limit one print handbook purchase per registrant. Print handbooks are nonrefundable after the event cancellation date. **Complete Seminar Policies:** [www.icle.org/info/seminarpolicies](http://www.icle.org/info/seminarpolicies). **Cancellation Policy:** For a full refund, notify ICLE by 03/27/25. Registrants who cancel after that date will be charged a \$60 cancellation fee. No refunds will be issued after 04/03/25. **Walk-in Registrations:** Permitted on a space-available basis or if registrants fail to claim their seat in the first 15 minutes of the seminar. **Persons with Disabilities or Dietary Restrictions:** For special arrangements please contact ICLE no later than seven days before the seminar.



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