



APRIL 9-10, 2026 | SAINT JOHN'S RESORT, PLYMOUTH

51ST ANNUAL

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Tackle Today's Hot Topics

Get the latest thinking on DEI changes, executive orders, and ESTA requirements. Optimize your PTO policies with real-world scenarios you can apply right away. Discover best practices for managing a hybrid workforce and navigating immigration challenges. Plus, as always, comprehensive updates on the ADA, FMLA, FLSA, and EEO.

Make sense of the key issues in today's workplace and keep your clients and companies one step ahead with our all-star lineup of expert speakers.

Featured Speakers



Luther Wright, Jr.
Ogletree Deakins, *Nashville, TN*



Michelle P. Crockett
Honigman LLP, *Detroit*



Adam S. Forman
Epstein Becker & Green PC,
Southfield

Hot Topics for Lawyers and HR Professionals

Social Media Use and the Workplace

Social media continues to disrupt the modern workplace, raising tough questions about employee discipline, privacy, and organizational reputation. Luther—one of our most popular presenters, known for his engaging stories and practical examples—offers clear guidance for employers navigating employee activity online, workplace disruptions, and trending online conflicts.

Making Sense of the Workplace One Year Later: The Essentials

Michelle, a recognized leader in employment law, diversity and inclusion initiatives, and attorney development, moderates an expert panel analyzing the year's pivotal workplace changes. Gain timely, practical insights into rule changes, executive orders, DEI trends, and court decisions you can use right away—whether you advise employers, HR, or serve as counsel.

Bias Audits for Workplace Artificial Intelligence Tools

Renowned for his tech expertise, Adam is one of our most popular presenters. This year, he returns to break down current federal, state, and local laws requiring employers and staying compliant when using workplace AI tools for hiring and management. Adam and co-presenter Rick Holt will provide clear steps for conducting effective bias audits, addressing problematic results, and building compliant, defensible practices for your organization.

ESTA & PTO: Cut Through the Confusion

ESTA and PTO policies continue to puzzle Michigan employers. We've got the latest answers you need to cut through the confusion and confidently navigate recent changes, compare ESTA with other types of leave, and update policies that work for your team and reduce risk.

Understanding the Earned Sick Time Act (ESTA)

Get an overview of ESTA's requirements and the history behind this act. Learn how ESTA compares to other forms of leave, such as FMLA and ADA, and clarify misconceptions common among employees and employers alike. Take away foundational principles to guide compliance for multistate and Michigan-based organizations.

Optimize Your Paid Time Off Policies (In the Wake of ESTA)

Review real-life PTO scenarios designed to help your team anticipate challenges and avoid common pitfalls. Get best-practice examples for accrual, carryover, notice, documentation, and policy exceptions—along with red-flag language to avoid. Ensure your Michigan PTO policies remain compliant, employee-friendly, and prepared for the future.

Featured Speakers



Jacqueline A. Hayduk
Foley & Lardner LLP, *Detroit*



Angelina (Lina) R. Delmastro
Dickinson Wright PLLC, *Detroit*

“This conference covers everything you can imagine regarding employment law, soup to nuts.”

Megan P. Norris, Miller Canfield PLC, *Detroit*

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LABOR & EMPLOYMENT
LAW SECTION

Agenda

CLE: 8.25 MCJE: 8.25 HRCI: 8.75 SHRM: 8.25 LEVEL: Basic/Intermediate/Advanced

THURSDAY, APRIL 9, 2026

- 8:00am Registration, Continental Breakfast, and Vendor Showcase
- 9:00am Welcome and Section Activity Update
- 9:15am Making Sense of the Workplace One Year Later: The Essentials
- 10:05am Bias Audits for Workplace Artificial Intelligence Tools
- 10:55am Networking Break
- 11:10am Social Media Use and the Workplace
- 12:00pm Networking Lunch On-Site (All Attendees)

Employment/Updates Track

- 1:15pm What's Happening with the Americans with Disabilities Act (ADA)
- 2:10pm What's Happening with the Family and Medical Leave Act (FMLA)
- 3:00pm Networking Break
- 3:15pm What's Happening with the Fair Labor Standards Act (FLSA)
- 4:10pm What's Happening with Equal Employment Opportunity (EEO)

Human Resources Professionals Track

- Understanding the Earned Sick Time Act (ESTA)
- Optimize Your Paid Time Off Policies in the Wake of ESTA
- Networking Break
- Immigration: Issues, Audits, and Investigations
- Human Resources Challenges Today

- 5:00pm Networking Reception

FRIDAY, APRIL 10, 2026

- 8:00am Registration, Continental Breakfast, and Vendor Showcase
- 9:00am Anatomy of a Discrimination Case: Practical Tips from the Trenches

Labor & Employment Track*

- 10:00am Salary to Severance: Executive Compensation Essentials
- 10:50am Networking Break
- 11:05am Labor Law 101

Human Resources Professionals Track*

- Managing a Hybrid Workforce
- Networking Break
- Best Practices for HR Policy Development

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

Free Bonus Guide

Every 2026 registrant gets a free *Legal Resource Guide*—your handy, plain-English reference for labor and employment law, key legal terms, and practical resources. Useful all year long.

Critical Updates

FEDERAL UPDATES

Hear the latest on the ADA, FMLA, FLSA, EEO, the False Claims Act, executive orders, rules changes, Title VII, immigration, and more. Seasoned practitioners provide in-depth analysis of recent legislation and caselaw, and offer practical guidance for navigating today's most pressing workplace compliance challenges.

STATE UPDATES

Get up to speed on Michigan's changing requirements, including recent changes to PTO and sick leave. Explore what's new for multistate employers and how state-level changes impact your workplace policies across the board.

HR UPDATES

Enhance your HR strategies with timely sessions on bias audits for workplace AI in the hiring process, social media discipline, and ESTA and PTO compliance. Take away clear, practical advice designed for HR leaders, in-house counsel, and anyone managing day-to-day workforce issues.

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.

James F. Hermon, Dykema, *Detroit*

9:15am/Thursday

Making Sense of the Workplace One Year Later: The Essentials

Looking for a way to make sense of the unprecedented number of executive orders, rule changes and court decisions impacting the labor and employment law arena over the past year?

This panel boils down the essentials—from DEI initiatives and the False Claims Act, to immigration to Title XII and more. Understand the most important changes impacting employers and take away practical advice to implement immediately, whether you're an HR professional or plaintiff or defense counsel.

Michelle P. Crockett (moderator), Honigman LLP, *Detroit*; Ellen Hoeppner, Corewell Health, *Southfield*; Brian E. Koncius, Bogas & Koncius PC, *Bingham Farms*; Marlo J. Roebuck, Jackson Lewis PC, *Southfield*

10:05am/Thursday

Bias Audits for Workplace Artificial Intelligence Tools

More and more organizations are using workplace AI tools to recruit and select candidates, manage employee performance, and for compensation and promotion. But do these tools subject individuals, candidates and employees to disparate impact, subjecting an employer to legal liability and reputational damage? In this session, explore the current federal, state and local laws and regulations requiring employers to ensure that their workplace AI tools are legally compliant. This session will also identify when and how to conduct a bias audit of a workplace AI tool, as well as what to do if the results of the audit are problematic.

Adam S. Forman, Epstein Becker & Green PC, *Southfield*; Rick Holt, Resolution Economics, *Washington, DC*

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Tracks

11:10am/Thursday

Social Media Use and the Workplace

Terminations and discipline related to social media use continue to be front and center in the news. Get tips for handling employee social media issues that arise in the workplace even when a post is made during nonworking hours. Delve into common scenarios that occur and get step-by-step guidance and factors to consider including, did the post disrupt the workplace, what is the topic of the post, are coworkers social media friends and more.

Luther Wright, Jr., Ogletree Deakins, *Nashville TN*

12:00pm/Thursday

Networking Lunch On-Site (All Attendees)

5:00pm/Thursday

Networking Reception

9:00am/Friday

Anatomy of a Discrimination Case: Practical Tips from the Trenches

Walk through the life cycle of a discrimination lawsuit, from initial complaint to resolution. Drawing on real-world examples and lessons learned “from the trenches,” understand each side’s strategic approach, and explore tips to avoid common pitfalls. Get best practices for investigating claims, gathering and presenting evidence, navigating discovery, trial tactics, and more.

James K. Fett, Fett Law, *Ann Arbor*; Michelle LeBeau, Fisher & Phillips LLP, *Birmingham*

Employment/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*; Tad T. Roumayah, Sommers Schwartz PC, *Southfield*

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*

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

Understanding the Earned Sick Time Act (ESTA)

Get an overview of ESTA and the history behind this act. Understand the requirements for employers under the act and identify how other similar acts can impact multistate employers. Explore common employee misconceptions about ESTA and how it differs from other leaves like FMLA and ADA.

Jacqueline A. Hayduk, Foley & Lardner LLP, *Detroit*

2:10pm/Thursday

Optimize Your Paid Time Off Policies in the Wake of ESTA

Explore the practical components of PTO policies in Michigan, including learning about the different approaches that are available. Evaluate the options to determine which will be most effective for your company and your workforces. Get best-practice examples for accrual, carryover, notice, documentation, and policy exceptions—along with red-flag language to avoid. Plus, review common PTO scenarios to ensure your policies anticipate future events.

Angelina (Lina) R. Delmastro, Dickinson Wright PLLC, *Detroit*

“You never know what gems you’re going to find that will enhance your practice as experienced practitioners.”

Mami Kato, Masuda Funai Eifert & Mitchell Ltd., *Novi*

3:15pm/Thursday

Immigration: Issues, Audits, and Investigations

Immigration enforcement is at an all-time high so understanding the new risks and potential for audits is key. From I-9 inspections and legal requirements for verification, to wage and hour compliance, get strategies to minimize employer risks in the workplace. Plus, take away best practices for responding to investigations and maximizing workforce protections.

Anthony Mosko, Ellis Porter PLC, *Troy*

4:10pm/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.

Michael A. Chichester, Jr., Littler Mendelson PC, *Detroit*; James F. Hermon, Dykema, *Detroit*; Jennifer B. Salvatore, Salvatore Prescott Porter & Porter PLLC, *Northville*

10:00am/Friday

Managing a Hybrid Workforce

The headlines are boasting large numbers of companies returning to the office five days per week. Explore recent data on the state of those predictions, as well as tips on how to effectively manage a hybrid workforce. Understand how various structures affect employee engagement, as well as the key leadership skills needed for front line managers around deliverable-based performance management.

Antoinette S. Porter, DT Midstream Inc., *Detroit*

11:05am/Friday

Best Practices for HR Policy Development

Curious about HR policy development? Join this session to explore the complexities of creating effective HR policies in organizations with diverse stakeholders, employee types, and work environments. Take away critical considerations and understand common pitfalls to avoid.

Linda Dabrowski, University Of Michigan, *Ann Arbor*; Amy Grier, University of Michigan, *Ann Arbor*

Labor & Employment Track

10:00am/Friday

Salary to Severance: Executive Compensation Essentials

Executive pay is in the news but can seem like a foreign language. From the process of setting pay to understanding public disclosures, this session will demystify the key components. Plus, get the fundamentals of equity and incentives, all the way through perquisites and severance benefits, giving you the tools to walk away feeling more conversant.

Jeff Miller, Meridian Compensation Partners LLC, *Bloomfield Hills*

11:05am/Friday

Labor Law 101

The essential crash course in labor law for employment lawyers and other nonlabor practitioners. Explore basic, but important concepts in labor law including the structure of the National Labor Relations Act (NLRA) and the National Labor Relations Board (NLRB). Understand the rights guaranteed to employees under the NLRA, common unfair labor practices, the duty to bargain in unionized workplaces, and the framework for representation petitions and elections conducted by the NLRB.

Ava Barbour, International Union UAW, *Detroit*

Moderators



Employment/Updates Track & Plenary Session, Day 1; Labor & Employment Track & Plenary Session, Day 2

James F. Hermon
Dykema, *Detroit*



Human Resources Professionals Track, Day 1

Jennifer B. Salvatore
Salvatore Prescott Porter & Porter PLLC,
Northville



Human Resources Professionals Track, Day 2

Antoinette S. Porter
DT Midstream Inc., *Detroit*

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Prices guaranteed until 04/09/26. Cannot combine discounts. ¹Please attach additional sheet listing registrants attending or call ICLE. All registrations must be submitted and paid for at the same time. ²Current sitting state court judges (limit 40) attend free and must call ICLE or submit order form to register. ³Limit one print handbook purchase per registrant. Print handbooks are nonrefundable after the event cancellation date. **Complete Seminar Policies:** www.icle.org/info/seminarpolicies. **Cancellation Policy:** For a full refund, notify ICLE by 03/26/26. Registrants who cancel after that date will be charged a \$60 cancellation fee. No refunds will be issued after 04/02/26. **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.

Accommodations: A discounted block of rooms has been reserved at Saint John's Resort in Plymouth under group code IC040926A. Visit www.icle.org/labor/hotel or call 734-414-0600 to reserve a room. Reservations must be made by 03/18/26. Registrants are responsible for their own hotel expenses.



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