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Tackle Today's Hot Topics

Don't rely on yesterday's answers to today's workplace problems. Rapid technological advancements, evolving regulatory enforcement, and shifting policy decisions create constant legal exposure. Whether you advise clients or manage employees, you'll get practical, battle-tested strategies covering critical workplace issues.

Featured Speakers



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



Sarah L. Nirenberg
Butzel Long PC, *Troy*



Nathan R. Walker
American Federation of Teachers Michigan, *Detroit*

Hot Topics for Lawyers and HR Professionals

AI at Work and in the Courtroom

AI is reshaping workplace policies and litigation. Adam S. Forman and Brian E. Koncius cover emerging requirements and strategies for handling AI-assisted employees, litigants, discovery, motions, and trial.

Get Answers to Tough HR Questions

Bring your challenges to Sarah L. Nirenberg and other select faculty at the new Human Resources Town Hall. Plus, Kelsey V. Switzer and her copresenters untangle FMLA, ADA, PWFA, and worker's compensation through realistic scenarios and practical solutions.

Tackle Labor Organizing and Whistleblower-Retaliation Claims

Nathan R. Walker tackles labor organizing procedures, elections, communications, and unfair labor practice risks. Jennifer B. Salvatore and Haba K. Yono break down strategies for investigating, litigating, and resolving whistleblower-retaliation claims.

Arbitration Takes Center Stage

Updating Your Employment Arbitration Playbook

Get practical tips for drafting arbitration clauses, selecting neutrals, and the growing role of AI. Hear perspectives from a national American Arbitration Association leader, experienced Michigan arbitrators, and in-house counsel.

Labor Arbitration Insights: Considerations for the Evolving Workplace

Explore how changing law and technology affect discipline, contract interpretation, workplace surveillance, employee speech, and AI. Using short workplace hypotheticals, experienced arbitrators provide practical insights and recommendations.

Meet the Arbitrators

Connect with arbitration speakers during a new midday networking break. Meet labor and employment arbitrators from across Michigan.



Cassie Lively
American Arbitration Association—International Centre for Dispute Resolution, *Chicago, IL*



Kathryn A. VanDagens
Kathryn A. VanDagens PLC, *Lansing*



Lisa W. Timmons
Mediation Tribunal Association, *Detroit*

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An Audience Favorite Shares Insights on Generational Differences

Nationally recognized speaker Luther Wright, Jr., is back to cover his practical framework for bridging generational differences in the workplace, finding shared goals, and improving workplace communication.

Agenda

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

THURSDAY, APRIL 8, 2027

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

9:00am Welcome and Section Activity Update

9:15am Managing Generational Difference in the Workplace

	Employment/Updates Track	Labor Law Track
10:10am	Updating Your Employment Arbitration Playbook	MERC and NLRB Update
10:55am	Networking Break	Networking Break
11:10am	Religious Accommodation at Work: Reducing Risk and Supporting Employees in an Evolving Compliance Environment	Labor Arbitration Insights: Considerations for the Evolving Workplace

12:00pm Networking Lunch

	Employment/Updates Track	Human Resources/In-House Track
1:15pm	What's Happening with the Americans with Disabilities Act (ADA)	Navigating the Multistate HR Compliance Maze
2:10pm	What's Happening with Equal Employment Opportunity (EEO)	Top Employment Agreement Mistakes That Lead to Litigation (and How to Avoid Them)

3:00pm Midday Networking Break and Meet the Arbitrators

	Employment/Updates Track	Human Resources/In-House Track
3:40pm	What's Happening with the Family and Medical Leave Act (FMLA)	Navigating the Intersection of FMLA, ADA, PWFA, and Worker's Compensation
4:35pm	What's Happening with the Fair Labor Standards Act (FLSA)	Human Resources Challenges Today

FRIDAY, APRIL 9, 2027

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

9:00am AI at Work and in the Courtroom: Emerging Challenges for Employment Lawyers and HR Professionals

	Labor & Employment Law Track*	Human Resources Professionals Track*
10:00am	Nuts and Bolts of Labor Organizing and Union Activities	Immigration Update for HR Professionals
10:50am	Networking Break	Networking Break
11:05am	Anatomy of a Whistleblower: Retaliation Claim	Human Resources Town Hall

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

Critical Updates

EMPLOYMENT UPDATES

Stay current on essential ADA, EEO, FMLA, and FLSA developments. Seasoned practitioners explain what recent decisions, enforcement priorities, and regulatory changes mean for your cases and clients. Also examine timely issues involving workplace AI, religious accommodation, whistleblower-retaliation claims, and employment arbitration.

LABOR UPDATES

Back by attendee request after several years, the MERC and NLRB Update covers significant decisions from the National Labor Relations Board and Michigan Employment Relations Commission. Plus, explore labor arbitration, organizing procedures, union activity, representation elections, and unfair labor practice risks.

HR UPDATES

Get practical guidance for today's toughest workforce decisions. Navigate multistate compliance, rapidly changing immigration policy, employment agreements, and the complex intersection of the FMLA, ADA, PWFA, and worker's compensation. Apply the latest developments to real scenarios and bring your questions to the new HR Town Hall.

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.

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

9:15am/Thursday

Managing Generational Difference in the Workplace

Explore the reasons behind generational differences and how understanding those reasons can help leaders and teams craft more effective solutions. Rather than viewing generational differences as problems to solve or conflicts to avoid, learn to use a practical framework for recognizing different perspectives, identifying shared goals, and improving communication across age groups and career stages. Through discussion and real-world examples, examine how assumptions about work ethic, technology, feedback, leadership, flexibility, and career development can influence workplace relationships.

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

3:00pm/Thursday

Midday Networking Break and Meet the Arbitrators

Join fellow attendees for snacks, soft drinks, beer, and wine. Plus, meet some of the newest labor & employment law arbitrators from around the state.

9:00am/Friday

AI at Work and in the Courtroom: Emerging Challenges for Employment Lawyers and HR Professionals

Artificial intelligence is rapidly changing the workplace. Examine the practical and legal implications of AI across the full life cycle of the employment relationship—from workplace policies and pre-litigation complaints to discovery, motion practice, and trial. Plus, look ahead to the evolving federal and Michigan regulatory

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Tracks

environment and what new AI legislation could mean for employers and practitioners. Get practical strategies for using AI responsibly, responding to AI-assisted employees and litigants, and preparing your organizations and legal practices for the next generation of employment disputes.

Adam S. Forman, Epstein Becker & Green PC, *Southfield;* Brian E. Koncius, Bogas & Koncius PC, *Bingham Farms*

Employment/Updates Track

10:10am/Thursday

Updating Your Employment Arbitration Playbook

Get practical guidance and best practice tips for your next employment arbitration, including strategic considerations in drafting and revising arbitration clauses, selecting neutrals, and managing and addressing the growing role of AI and technology. Featuring perspectives from AAA arbitrators and in-house counsel, the session will offer actionable guidance for employment lawyers and HR professionals.

Cassie Lively, American Arbitration Association—International Centre for Dispute Resolution, *Chicago, IL;* Charles T. Oxender, Stellantis, *Auburn Hills;* Cynthia D. Stephens, Retired, Law Offices of Cynthia Diane Stephens PLLC, *Lanthrup Village;* Lisa W. Timmons, Mediation Tribunal Association, *Detroit*

11:10am/Thursday

Religious Accommodation at Work: Reducing Risk and Supporting Employees in an Evolving Compliance Environment

A practical, business-focused look at recent federal developments in religious accommodation in the workplace, with actionable guidance for HR professionals and employers on managing requests, updating policies, and reducing legal risk.

Michael A. Chichester, Jr., Littler Mendelson PC, *Detroit*

1:15pm/Thursday

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

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

2:10pm/Thursday

What's Happening with Equal Employment Opportunity (EEO)

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

3:40pm/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*

4:35pm/Thursday

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

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

Human Resources/In-House Track

1:15pm/Thursday

Navigating the Multistate HR Compliance Maze

This session gives HR professionals a practical roadmap for spotting and managing multistate compliance risks before they become operational headaches. Explore the latest challenges involving paid leaves of absence, wage and hour rules, payroll tax considerations, remote work, independent contractor status, hiring, and background check requirements. Examples will reflect the real-world complications that may arise, while highlighting strategies for aligning national policies with state-specific requirements and building processes that are both compliant and manageable.

Lori Keen Adamcheski, Delta Dental of Michigan Ohio and Indiana, *Okemos;* Tiffany A. Buckley-Norwood, Trinity Health, *Livonia*

2:10pm/Thursday

Top Employment Agreement Mistakes That Lead to Litigation (and How to Avoid Them)

Using real-world examples, this presentation will highlight 10 common drafting mistakes and offer practical strategies for creating clearer, more enforceable employment agreements.

Jeffrey S. Kopp, Foley & Lardner LLP, *Detroit*

3:40pm/Thursday

Navigating the Intersection of FMLA, ADA, PWFA, and Worker's Compensation

Making sense of the overlap between the FMLA, ADA, PWFA and worker's compensation is one of the most complicated areas of employment law for HR professionals and lawyers alike. Join leading experts in this area as they navigate the FMLA, ADA, PWFA and worker's compensation legal landscape and the practical impact on organizations operating in today's world. Get step-by-step guidance and dig into common and not-so-common leave issues in an interactive setting. Identify pitfalls and solutions to implement immediately.

Jennifer L. Lord, Sterling Employment Law, *Bloomfield Hills;* Antoinette S. Porter, DT Midstream Inc., *Detroit;* Lauri A. Read, Keller Thoma PC, *Southfield;* Kelsey V. Switzer, Epstein Becker & Green PC, *Southfield*

4:35pm/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 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;* Ryan Olivia Rosenberg Kobernick, Fagan McManus PC, *Royal Oak;* Sarah L. Nirenberg, Butzel Long PC, *Troy;* Channing Robinson-Holmes, Pitt McGehee Palmer Bonanni & Rivers PC, *Royal Oak*

Human Resources Professionals Track

10:00am/Friday

Immigration Update for HR Professionals

Significant changes in U.S. immigration law have direct implications for employers and HR professionals. Get the latest on where things stand with Temporary Protected Status (TPS) for certain nationals, evolving enforcement priorities, and other critical policy shifts. Identify best practices and current guidance on important immigration directives, compliance risks, workforce planning, and practical steps employers can take to respond confidently in a rapidly changing immigration environment.

Anthony Mosko, Ellis Porter PLC, *Troy*

11:05am/Friday

Human Resources Town Hall

Get in on the discussion and get your questions answered as select faculty members lead an interactive discussion of day-to-day pain points of HR professionals. Talk about new developments, statewide and local trends, and up-to-the-minute HR strategies in this freewheeling session.

Sarah S. Prescott, Salvatore Prescott Porter & Porter PLLC, *Northville;* Sarah L. Nirenberg, Butzel Long PC, *Troy*

Labor Law Track

10:10am/Thursday

MERC and NLRB Update

Explore the most significant decisions issued by the National Labor Relations Board, the courts, the Michigan Employment Relations Commission, and the Michigan Court of Appeals in reviewing MERC decisions.

Elizabeth K. Kerwin, National Labor Relations Board, *Detroit;* George A. Surowy, Michigan Employment Relations Commission, *Detroit*

11:10am/Thursday

Labor Arbitration Insights: Considerations for the Evolving Workplace

Shifting legal landscapes and advancements in technologies are impacting the area of labor law and collective bargaining agreements. Explore the insights of experienced labor arbitrators in traditional areas of discipline and contract interpretation as well as evolving topics such as artificial intelligence, workplace surveillance, and employee speech within both the public and private sectors. Plus, audience members will have an opportunity to interact with the arbitration panel to discuss short hypothetical scenarios.

Bryan W. Davis, Ogletree Deakins, *Birmingham;* Micheal J. Falvo, *Plymouth;* Lisa W. Timmons, Mediation Tribunal Association, *Detroit;* Kathryn A. VanDagens, Kathryn A. VanDagens PLC, *Lansing*

Labor & Employment Law Track

10:00am/Friday

Nuts and Bolts of Labor Organizing and Union Activities

Examine the nuts and bolts of labor organizing and union activity from both labor and management perspectives. Walk through the organizing procedures and considerations under both the NLRA and PERA including representation petitions, recognition, and elections. Explore common issues related to employee and employer rights regarding union access, communications, and other unfair labor practice risks. Get practical advice for advising clients at every stage of the campaign.

Nathan R. Walker, American Federation of Teachers Michigan, *Detroit*

11:05am/Friday

Anatomy of a Whistleblower: Retaliation Claim

Whistleblower claims are on the rise—and they present unique challenges for both plaintiff and defense counsel. This session will explore key issues in representing whistleblower complainants, including the complexities of handling matters where the whistleblower remains employed, as well as best practices for employer's counsel when investigating

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Accommodations: A discounted block of rooms has been reserved at Saint John's Resort in Plymouth. Visit www.icle.org/labor/hotel or call 734-414-0600 and mention ICLE to reserve a room. Reservations must be made by 03/17/27. Registrants are responsible for their own hotel expenses.

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