

Bricker & Eckler LLP

**2015 Hot Topics in Employment Law
CLE Seminar**

Tuesday, November 10, 2015	
8:00 – 8:25 a.m.	Registration
8:25 – 8:30 a.m.	Welcome & Introductions <i>Katherine Spies Giumentì, Partner, Bricker & Eckler LLP</i>
8:30 – 9:15 a.m.	Ohio Pot-entially Dodged a Bullet for now ... On November 3, Ohio voters said no to a pot monopoly, but are employers out of the woods? Learn what has happened in other states and how to implement best practices to prepare for future legalization efforts. <i>Joëlle C. Khouzam, Partner, Bricker & Eckler LLP</i>
9:15 – 9:45 a.m.	Recent Developments in Employee Misclassification This presentation will address recent developments related to employee misclassification, including proposed changes to the overtime exemptions under the Fair Labor Standards Act, the Department of Labor's guidance on independent contractors, and steps employers can take to avoid common misclassification pitfalls. <i>Cory D. Catignani, Associate, Bricker & Eckler LLP</i>
9:45 – 10:10 a.m.	Networking Breakfast Break
10:10 – 10:40 a.m.	ACA, ERISA and Plan Documents – Common Mistakes for Employers to Avoid Review of recent ACA and ERISA legal changes and required legal provisions in welfare and cafeteria benefit plan documents. <i>Kevin T. Burns, Of Counsel, Bricker & Eckler LLP</i>
10:40 – 11:10 a.m.	Break
11:10 – 11:55 a.m.	Bermuda Triangle Panel: Workers' Compensation, FMLA, ADA The panel will discuss the intersection among the Ohio Workers' Compensation Law, the Family and Medical Leave Act and the Americans With Disabilities Act for employers dealing with workers who are injured on the job and need time off from work as well as any other reasonable accommodations. The panel will provide examples and discuss the impact that each of those laws have in dealing with such workers. <i>James G. Petrie, Partner, Bricker & Eckler LLP</i> <i>Betsy A. Swift, Partner, Bricker & Eckler LLP</i> <i>Sue A. Wetzel, Senior Counsel, Bricker & Eckler LLP</i>
11:55 a.m. – Noon	Closing Remarks <i>Katherine Spies Giumentì, Partner, Bricker & Eckler LLP</i>