HR Specialist and the Management Labor and Employment Roundtable present:

LEAP 2019

The 15th Annual Labor & Employment Law Advanced Practices Symposium
April 3-5, 2019
Paris Las Vegas Hotel and Casino • Las Vegas, NV

More than 30 of America’s top HR legal minds
17 HRCI and SHRM credit hours
FREE pre-conference seminars
FREE post-conference workshops
Interactive roundtables and luncheons
*NEW!* Sessions added!
From #MeToo to immigration, wage/hour to leave and more, the only constant in the world of human resources seems to be change. Fortunately, there is one other constant you can rely on: the Labor & Employment Law Advanced Practices (LEAP) Symposium!

LEAP 2019 takes place April 3-5, and features more than 30 top employment attorneys and HR experts. And our unique interactive sessions give you one-on-one access to these experts on the topics that matter to YOU.

In the time it takes you to read this sentence, ANOTHER change may well have taken place. Count on LEAP 2019’s team of experts to help you prepare for the even greater changes coming. Sign up today!

Sincerely,

Joseph L. Beachboard, Esq., Moderator, LEAP 2019

P.S. All LEAP attendees receive comprehensive course materials … 6 free months of the HR SPECIALIST: EMPLOYMENT LAW newsletter … 6 free months of our PREMIUM PLUS online HR service … plus an unconditional money-back guarantee.

P.P.S. With all our breakout sessions and pre- and post-conference events, you’ll want to bring some colleagues along. Contact us for multiple-attendee discounts!

TWO SPECIAL WORKSHOPS FROM THE PRODUCERS OF LEAP: WEDNESDAY 8:30-11:30 AM

I-9/E-Verify Summit
Audits of I-9 documents and worksite immigration raids have more than quadrupled in the past year, putting every employer at risk of serious liability! Plus, a new “Smart I-9” form was issued recently, and one mistake could leave YOU smarting. Immigration reform also remains a hot-button issue – and an increasing challenge for HR.
The I-9/E-Verify Summit is an intensive half-day look at how legal and regulatory changes will impact your work. From surviving (and even avoiding!) an I-9 audit ... to key recordkeeping rules ... to the latest E-Verify regs ... to field-tested compliance strategies and more, this workshop will pay for itself many times over, as you avoid violations, fines, and even criminal prosecution.

Payroll Compliance Workshop
Payroll may be the most heavily regulated aspect of HR. And these regulations have teeth. Executives and HR can be held personally liable – and even face JAIL TIME – for some payroll violations.
The Payroll Compliance Workshop will help you avoid these problems and improve every facet of your payroll operations. Attorney Alice Gilman, editor of Payroll Legal Alert, will cover topics like time-keeping ... expense reimbursement ... travel pay ... garnishments ... ACA reporting ... and more. And because this is a workshop, you get solutions to your specific payroll problems.

LEAP 2019 attendees receive a 20% discount on the I-9/E-Verify Summit and the Payroll Compliance Workshop – and we’ve scheduled both events to make sure you don’t miss any of LEAP’s free pre-conference sessions! For more information, visit www.I-9Summit.com and www.PayrollComplianceWorkshop.com, or see the Symposium Registration page at the end of this brochure.
Wednesday, April 3

12:00 – 5:00 pm
CONFERENCE REGISTRATION

3:00 – 5:00 pm
PRE-CONFERENCE WORKSHOPS
Choose between these interesting sessions presented by accomplished, nationally recognized speakers:

• WORKPLACE DETOX: STRATEGIES TO (LEGALLY) DEAL WITH MALCONTENTS AND TOXIC EMPLOYEES
Even ONE toxic employee can make the work environment challenging for everyone. You’ve got to maintain a great workplace for all, while respecting ALL workers’ rights – even trouble-makers. This session will discuss 10 simple strategies for managing the challenges and minimizing legal risk.

• FMLA MASTER CLASS
You know the basics of the Family and Medical Leave Act. Now go beyond the ABCs of the FMLA in this advanced training. From managing leave requests to dealing with accommodation issues … mastering intermittent leave to knowing when you can say no … and more, you’ll gain a full understanding of FMLA’s past, present, and future.

• EMPLOYEE HANDBOOKS WORKSHOP
Your employee handbook can be a useful roadmap – or a ticking time bomb that disgruntled workers (and savvy attorneys) can use against you in court. Discover the mistakes found in 90% of handbooks … the implications of the NLRB’s new Boeing decision … and more.

Thursday, April 4

6:30 – 7:30 am
RISE AND SHINE: YOGA AND WELLNESS TALK (ON THE PARIS POOL DECK)
Jump-start your day with a fun 30-minute yoga session, followed by a discussion about health and wellness at your company … and in your personal life. Feel better and start your day with some “Net-working Out.”

7:45 – 9:00 am
REGISTRATION AND NETWORKING BREAKFAST

9:00 – 9:10 am
PROGRAM WELCOME AND OPENING REMARKS – JOSEPH BEACHBOARD, LEAP MODERATOR

9:10 – 10:00 am
EMPLOYMENT LAW 2019 – THE LATEST AND GREATEST DEVELOPMENTS IMPACTING EMPLOYERS
What are the most important U.S. Supreme Court cases for employers? How are the states and courts dealing with marijuana issues? What’s next for #MeToo? What are the latest LGBTQ issues involving employers? During these “fastest 50 minutes in employment law,” you’ll discover key insights into the issues you need to be concerned about (and take action on) in the next 12 months.

10:00 – 10:45 am
WASHINGTON WATCH
Congress remains gridlocked – but regulatory and enforcement news continues to occur at a breakneck pace. Discover ICE’s plans for skyrocketing workplace investigations … NLRB actions on handbooks and social media that will impact non-union workplaces as never before … and other agency moves that may change the way you work – forever.

10:45 – 11:00 am
REFRESHMENT BREAK

11:00 – 11:45 am
HR’S ROLE IN PREPARING FOR – AND RESPONDING TO – A CRISIS
More and more, companies are looking to HR when disaster strikes. Discover how to create a crisis plan, find out how to manage crisis communication (especially social media), and discuss how organizations like United Airlines and Starbucks have responded during and AFTER a crisis.

11:45 am – 12:15 pm
SO WHAT'S A “REASONABLE” ACCOMMODATION?
The accommodations at the Paris Las Vegas are far more comfortable that the questions you face on accommodations for disability, pregnancy, and religion. Your idea of a “reasonable” accommodation may vary from your employee’s – and regulators and the courts have their opinions as well.

12:15 – 1:45 pm
LUNCH & SPECIAL PRESENTATION: INSIDE THE MIND OF A PLAINTIFF’S ATTORNEY
Randy Freking has landed million-dollar judgments against numerous employers – people like YOU. How does he do it? Randy’s dynamic presentation will reveal the actions (and INACTIONS) that land companies in his crosshairs. Discover how to not only win an employee lawsuit, but avoid one entirely!

1:45 – 2:30 pm
BREAKOUT SESSION #1 – CHOOSE FROM:

1. RECORDKEEPING AND RECORDS MANAGEMENT: WHAT TO KEEP, WHAT TO TOSS
In employment litigation, the winning case is often the best-documented case. And HR laws carry strict recordkeeping requirements – AND stiff penalties. Discover how to develop an effective records management strategy, including retention, storage and destruction/deletion.

(Agenda continued, next page …)
2. ARBITRATION AGREEMENTS – THE NEW BENEFITS AND PITFALLS
In the wake of the Supreme Court’s big Epic Systems decision, companies are taking a fresh look at arbitration agreements. This session will lay out the pros and cons of these agreements, and explain how to make them legally bulletproof.

3. FEDERAL CONTRACTOR ISSUES
Government contracts can be lucrative – but they also come with a unique set of rules and regulations. From the latest developments on OFCCP, wage/hour, employee leave, and more, we’ll update you on the many HR challenges of doing business with the government.

2:30 – 2:45 pm
ROOM CHANGE / BREAK

2:45 – 3:30 pm
BREAKOUT SESSION #2 – CHOOSE FROM:

1. EMPLOYEE LEAVE INTERACTIVE ROUNDTABLES
Jump onto a 20-minute “speed session” on any of 4 different leave topics – then change to a second to get your questions answered on FMLA management, pregnancy leave, ADA accommodation, intermittent leave, and more.

2. PRIVACY IN THE DIGITAL AGE: HR’S ROLE
Your employees demand security AND privacy, and it can be a challenge – yours – to provide both. From protection of personal data to dealing with security breaches to the impact of social media, you’ve got to balance your responsibilities to your employees (and the C-suite).

3. PUBLIC-SECTOR EMPLOYERS: UNIQUE ISSUES AND RISKS FOR 2019
Public-sector employers operate far differently than their private-sector colleagues – and so do the employment laws governing them. Discover how to manage unique issues like free speech, minimum wage, and more. We’ll also review recent developments in public-sector employment law litigation.

3:30 – 3:45 pm
ROOM CHANGE

3:45 – 4:30 pm
ANXIETY, STRESS, AND MENTAL HEALTH: WHEN CARE MEETS COMPLIANCE
As a caring person, you want to help stressed-out, anxious employees. As an HR pro, you need to be aware of issues like accommodation, liability, and privacy. We’ll discuss how anxiety and mental health affects employees AND their colleagues, review available resources to help, and identify potential legal implications, including the ADA.

4:30 – 5:00 pm
THE MOST BIZARRE EMPLOYMENT LAW CASES OF 2018
Lawsuits are serious business – but that doesn’t mean that there aren’t a few laughs to be had. This traditional closing session will provide plenty! Our review of the year’s weirdest HR legal cases will get you laughing (and thinking) because each hilarious case carries a practical tip for employers as well.

5:00 – 5:15 pm
CLOSING & FIRST PRIZE DRAWING

5:15 – 6:15 pm
HOSTED RECEPTION
Join the speakers and your colleagues from around the country for a beverage and networking as you enjoy the legendary hospitality of Paris. This also provides an excellent opportunity to discuss the day’s topics – or your betting strategies in the casino.

Friday, April 5

6:30 – 7:15 am
GROUP WALK & STRETCH/YOGA
Meet at the Paris Fitness Center and start Day 2 with a group walk and light stretching/yoga session led by an expert personal trainer.

8:00 – 8:55 am
CONTINENTAL BREAKFAST AND INTERACTIVE HR ROUNDTABLE DISCUSSIONS
Learn from the pros – AND your peers! Choose from 10 tables – each on a different topic that you can discuss with our legal expert. You can then switch to a second table, then a third. Topics include:

- Wage & Hour Issues
- Handbooks & Policies
- Harassment/Problem Employees
- Recordkeeping/Documents
- Employee Engagement
- OSHA/Safety Issues
- HR Investigations
- Pay Equity
- Personal Wellness
- California Employment Law
- I-9/Immigration

9:00 – 10:00 am
#MeToo 2.0: THE SECOND WAVE OF SEXUAL HARASSMENT
From investigations to communication and beyond, sexual harassment continues to dominate the HR landscape. We’ll review the latest developments on this fast-changing topic, while training legend Dr. Dennis Davis reveals the changes that savvy HR professionals are making to their policies, procedures, and culture.
10:00 – 10:30 am
THE PSYCHOLOGY OF AN EMPLOYMENT LAWSUIT
No one wants a lawsuit – but if you are sued, you want to win. Legendary trial consultant Dr. Dan Gallipeau shares his expertise on how jurors think during employment litigation – insights that can not only win you your case, but help you understand how ALL your employees view you.

10:30 – 10:45 am
REFRESHMENT BREAK

10:45 – 11:15 am
RETURN TO WORK
When an employee’s leave ends, many questions and challenges still remain. Learn the best-practice strategies for assessing potential leave and reinstatement obligations, identifying ADA reasonable accommodation, considering reassignment requests, conducting return-to-work medical assessments, evaluating benefits reinstatement, and designing effective return-to-work policies.

11:15 am – 12:00 pm
WAGE & HOUR UPDATE 2019
Pay equity controversies ... employee misclassification accusations ... overtime disputes. Perhaps no other area of HR creates more confusion, and greater financial peril, than wage-and-hour issues. We’ll conduct an in-depth review of the legal environment and best practices, helping you keep in compliance – and out of trouble.

12:00 – 1:00 pm
LEARN FROM THE LAWYERS LUNCHEON
One legal expert will be assigned to each table to answer your individual and group questions while you dine. This presents a great opportunity to get answers on your tough employment law problems, and discover the successes – and mistakes – of your colleagues from around the country.

1:00 – 1:30 pm
IN CASE YOU MISSED IT: KEY TAKEAWAYS FROM LEAP 2019
This “lightning-round” closing event has quickly become a LEAP favorite. Speakers from the three days of LEAP’s popular breakout sessions and pre-conference workshops will provide the key, practical takeways from their sessions, allowing you to create a customized “action plan” for legal and HR changes in your organization.

1:30 – 2:00 pm
SPECIAL PRESENTATION – THE ROUNDTABLE PLAYERS
If you think lawyers can’t be funny – think again. The Roundtable Players are famous for their humorous conclusion, which serves as a review of the program’s highlights. Past spoofs on hot TV programs have included “HR Family Feud,” “The Biggest HR Loser,” “The Employment Law Apprentice,” and “American Employment Law Idol.” You won’t want to miss what they come up with this year!

2:00 – 2:10 pm
GRAND PRIZE DRAWING & PROGRAM CLOSING

2:10 – 2:15 pm
ROOM CHANGE/BREAK

2:15 – 4:00 pm
POST-CONFERENCE WORKSHOPS
Stay with us after the general sessions for one of the following special programs presented by accomplished, nationally recognized speakers:

• THE HIRING WORKSHOP
  It used to be easy – run an ad, do an interview, hire the best. Now each step is a potential legal disaster. This workshop will help you reclaim your rights as an employer – showing you the steps to hire free from fear. This hands-on session covers everything from writing employment ads to interviewing – outlining best practices (and potential pitfalls) each step of the way.

• PREPARING FOR DEPOSITIONS
  Depositions can be scary – even for top executives. This dynamic workshop will cover deposition do’s and don’ts ... questions you should ask your attorney … and more. We’ll combine battle-tested advice with interactive role-playing to help HR pros prepare themselves (and the C-Suite) to stay composed when you’re deposed.

• CALIFORNIA EMPLOYMENT LAW: LITIGATION, HERE WE COME
  This session will summarize the latest laws, litigation, and liabilities in the state that generally leads the nation in new workplace protections. This program will be useful for those who manage employees in the Golden State and others interested in tracking the latest trends.

• NEVADA EMPLOYMENT LAW ROUNDTABLE
  If you do business in Nevada, this no-holds-barred Q&A session will allow you to make sure your organization is in compliance on all state laws and regulations.
LEAP 2019 MODERATOR – JOSEPH L. BEACHBOARD

Joseph L. Beachboard, a founding member of the Management Labor and Employment Roundtable (MLER), is widely considered to be one of the nation’s leading experts on labor and employment law. A managing director with the law firm of Ogletree, Deakins, Nash, Smoak, & Stewart, P.C., in Los Angeles, Mr. Beachboard’s writing has appeared in such leading publications as HR Specialist: Employment Law, California Employment Law, HR Magazine, The National Law Journal, Workplace, HR Executive, and The Los Angeles Times. He speaks frequently at local and national events, and this year marks his 15th as the moderator and driving force behind LEAP.

FREE GIFTS FOR LEAP 2019 ATTENDEES!

LEAP 2019 is presented by THE HR SPECIALIST – keeping employers in compliance (and out of danger) since 1937. All LEAP attendees will receive 6 months of our HR SPECIALIST: EMPLOYMENT LAW newsletter and our PREMIUM PLUS online HR information service – a combined $397.00 value – absolutely FREE!

SYMPOSIUM HOST

Welcome to the Paris Las Vegas Hotel!

When you hear the word “Paris,” you automatically think of sophistication, glamour, and sumptuous cuisine. That’s true of the City of Lights – and it’s also true of the site of LEAP.

LEAP 2019 is being held at the magnificent Paris Las Vegas Hotel and Casino in the center of Las Vegas. This signature location boasts luxury, convenience – and the most dazzling rooftop views in the city!

Even in a place like Las Vegas, the Paris stands out. From the replicas of the Arc de Triomphe and Eiffel Tower to a vast array of dining options, this unique venue boasts world-class business services, matchless amenities, a location in the heart of the legendary Las Vegas Strip, and the finest food in town.

We’ve negotiated a rock-bottom room rate EXCLUSIVELY for LEAP attendees – but rooms are extremely limited, so book yours today.

We look forward to welcoming you to the Paris Las Vegas and LEAP 2019!
More than 30 of the top employment lawyers...

Members of the prestigious Management Labor and Employment Roundtable (MLER) gather to train HR professionals at only one conference a year—LEAP!

...from the top law firms...
...from across the country
Access to all LEAP sessions, including pre- and post-conference sessions

A complimentary 6-month subscription to the HR SPECIALIST: EMPLOYMENT LAW newsletter

A complimentary 6-month subscription to the HR SPECIALIST: PREMIUM PLUS online service

Continental breakfast each day

Luncheon each day

Refreshment breaks

Course materials

Certificate of completion

HRCI/SHRM/CLE credit hours

Yes! I want to stay up on the coming changes in HR and employment law. Please register me for LEAP 2019. I understand my satisfaction is unconditionally guaranteed or my money back. Please register me at:

- $899 Early-Bird Rate (valid through March 1, 2019)
- $999 Standard Rate (valid after March 2, 2019) *Call for special group rates
- $1177 LEAP 2019 PLUS attendance at the I-9/E-Verify Summit  Payroll Compliance Workshop (Check one)
- $299 I cannot attend, but please send me the course materials
- $297 Register me for the webcast of the I-9/E-Verify Summit  Payroll Compliance Workshop (Check one)

Payment:
- Check enclosed, payable to Business Management Daily/LEAP 2019
- Please charge my: VISA MasterCard AmEx Discover

Card # _______________________________ Expiration _____________________

Registration Includes:
- Access to all LEAP sessions, including pre- and post-conference sessions
- A complimentary 6-month subscription to the HR SPECIALIST: EMPLOYMENT LAW newsletter
- A complimentary 6-month subscription to the HR SPECIALIST: PREMIUM PLUS online service
- Continental breakfast each day
- Luncheon each day
- Refreshment breaks
- Course materials
- Certificate of completion
- HRCI/SHRM/CLE credit hours

DATES:
April 3-5, 2019

LOCATION:
The Paris Las Vegas
3655 S. Las Vegas Blvd.
Las Vegas, NV 89109
(702) 946-7000

Book your room at the Paris at www.LEAP2019.com/hotel. Rooms are limited, so make your reservation as early as possible. Ask for “LEAP 2019 Conference rate.” Reservations are the attendees’ responsibility and can be made by contacting the Paris.

HRCI/SHRM/CLE CREDIT
Attendees to LEAP, the Payroll Compliance Workshop and the I-9 Summit can earn recertification credit hours through the Human Resources Certification Institute (HRCI) and SHRM.

FOUR EASY WAYS TO REGISTER
ONLINE:
www.LEAP2019.com

PHONE:
Toll-free (800) 543-2055

FAX:
(703) 905-8040

MAIL:
HR SPECIALIST
7600A Leesburg Pike, West Building, Suite 300
Falls Church, VA 22043

CANCELLATION POLICY
Participants will receive a full refund, less a $150 processing fee, if cancellation is received by 5:00 pm ET on March 11, 2019. Otherwise, participants are responsible for the full registration fee. An alternate may always attend in place of an original registrant.