



NEMETH LAW PC
WORKING WITH EMPLOYERS®

RAISING THE BAR

an educational series raising employer awareness of current issues in employment and labor law

2020 LABOR AND EMPLOYMENT LAW UPDATE

The beginning of a new year provides the perfect opportunity to take stock of where we've been as well as where we're going. Three years after reversing course on proposed overtime rules, the DOL has at last issued final rules that take effect January 1. After nearly a decade of contradictory lower court rulings on Title VII protections for LGBTQ+ employees, the Supreme Court heard arguments in October that might finally decide the issue. Meanwhile, the NLRB continues to scale back previous rulings that both unionized and non-unionized employers found burdensome. How will these changes affect your employment practices over the coming year and what should you be doing now to stay ahead of the game?

Join the attorneys of Nemeth Law, P.C. on January 30, 2020 when they will discuss how labor and employment law has changed over the past year and what you need to know to remain compliant in 2020.

Topics will include:

- EEO Update – How will new enforcement guidance and trends affect workplace harassment and discrimination policies and procedures?
- Supreme Court Update – Employment cases that have been heard or that are in the pipeline that may change your non-discrimination and benefits policies.
- DOL Update – What you need to know to remain compliant with the FLSA and the FMLA.
- NLRB Update – New guidance and opinions that affect the non-unionized employer.
- ADA Litigation Trends – The good news and the bad news regarding reasonable accommodation.
- Michigan Law – Minimum wage, paid sick leave, and recreational marijuana one year later.

When: **Thursday, January 30, 2020.** Registration and breakfast will begin at 8:30 a.m.
The program will run from 9:00 a.m. until 11:45 a.m. with one fifteen minute break.

Where: **Management Education Center | 811 West Square Lake Road | Troy, Michigan 48098**

Registration: Cost of the event is \$75 per person. Pre-registration is requested.

To register, e-mail Pamela Perkowski at pperkowski@nemethlawpc.com or you can call Pamela at (313) 567-5921.



This seminar has been submitted for 2.5 recertification credit hours (general HR) toward PHR, SPHR or GPHR recertification through the HR Certification Institute as well as 2.5 recertification credit hours (PDC) toward SHRM-CP AND SHRM-SCP through Society of Human Resource Management (SHRM). The use of these seals is not an endorsement by the HR Certification Institute or SHRM for the quality of the program. It means that this seminar has met the HR Certification Institute's and SHRM's criteria to be pre-approved for recertification credit.



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About Nemeth Law, P.C.

Nemeth Law specializes in employment litigation, traditional labor law, management consultation, arbitration, mediation and workplace investigation for private and public sector employers. It is the largest women-owned law firm in Michigan to exclusively represent management in the prevention, resolution and litigation of labor and employment disputes.