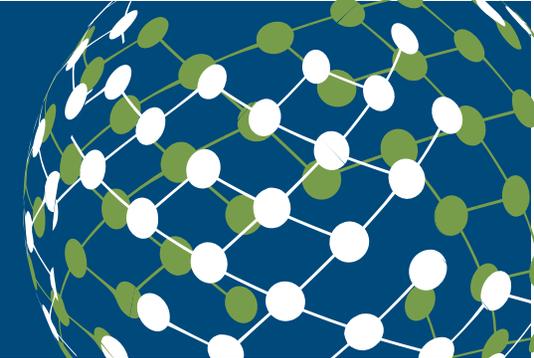


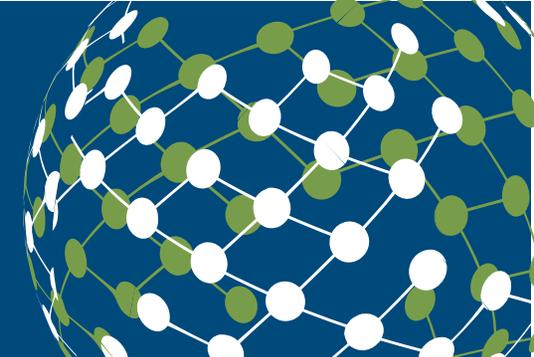
FRIDAY, April 7, 2017 | Condado Vanderbilt Hotel

TIME	TOPIC	SPEAKERS
7:45 am - 8:30 am	Registration and Continental Breakfast	
8:30 am - 8:45 am	Welcome Remarks	<p>Anabel Rodríguez-Alonso Managing Capital Member, Puerto Rico</p> <p>Stephan Swinkels Shareholder, Littler</p>
8:45 am - 9:45 am	<p>The New Act 80 - What All Employers Should Know</p> <p>On January 26, 2017, the Governor of Puerto Rico signed into law the Labor Transformation and Flexibility Act, the first major attempt at a comprehensive reform of Puerto Rico’s employment legislation since 1998. Providing an in-depth analysis on the implications of this new law, this interactive panel will also provide practical recommendations for compliance and defense against employee claims. Amongst other related topics, this discussion will focus on the changes to Act 80, including:</p> <ul style="list-style-type: none"> • The new definitions of “just cause” for terminations • New rules for reductions in force, reorganizations and closings • New Act 80 severance formula, with an established cap • New tax treatment of voluntary severance payment under Act 80 • Expanded and specific definition of constructive discharge • New statute of limitations 	<p>Rafael E. Aguiló-Vélez Capital Member, Puerto Rico</p> <p>Erika Berríos-Berríos Member, Puerto Rico</p> <p>Ivonne Gómez Méndez Human Resources Director, Supermercados Econo, Inc.</p>



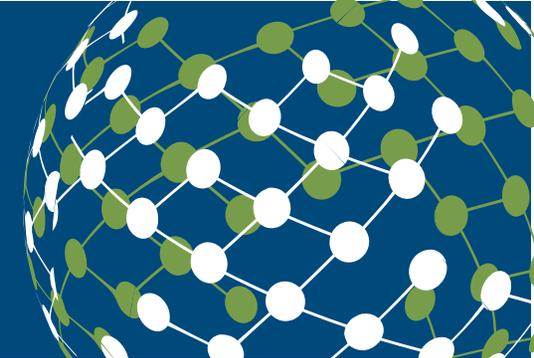
FRIDAY, April 7, 2017 | Condado Vanderbilt Hotel

TIME	TOPIC	SPEAKERS
9:45 am - 10:45 am	<p>Leave of Absence Nightmares: Practical Strategies to Manage Common and Unique Issues</p> <p>The federal and local laws regulating mandatory leaves of absence present countless opportunities for employers to make mistakes that can lead to liability. In this interactive presentation, our panelists will discuss situations that arise in everyday contexts, and provide practical guidance on how employers can steer clear of the common and unique pitfalls. Some of the issues to be discussed include:</p> <ul style="list-style-type: none"> • Interaction between the FMLA, SINOT, Worker’s Compensation (Fondo), sick leave, maternity leave and others • LOAs as reasonable accommodations under the ADA and local law • Reinstatement after leave, restrictions on release, and failure to reinstate • “Problem” employees requesting leave and attendance policies • Discipline, reductions in force, and retaliation issues, within the context of LOAs 	<p>Lourdes C. Hernández-Venegas Capital Member, Puerto Rico</p> <p>Anabel Rodríguez-Alonso Managing Capital Member, Puerto Rico</p> <p>Jaime L. Sanabria-Montañez Capital Member, Puerto Rico</p>
10:45 am - 11:00 am	Coffee Break	
11:00 am - 11:30 am	<p>Breakout Session: A</p> <p>How Trump’s Presidency Will Impact Unionized Employers</p> <p>Prior to becoming the 45th U.S. president, Donald Trump made hundreds of campaign promises. Having already nominated a justice to the Supreme Court and signed a number of executive actions, Mr. Trump seems to be making an effort in keeping his promises to reshape President Obama’s legacy. So how is Trump’s presidency expected to impact the unionized workplace? In answering this question, this presentation will discuss:</p> <ul style="list-style-type: none"> • Cases and rules from Obama’s NLRB Legacy under threat of reversals (including <i>Specialty Healthcare</i> decisions and election rules) • Legality of arbitral class action waivers (<i>D.R. Horton</i> cases) and how new Supreme Court might rule • Joint-employer status under the NLRB’s <i>Browning-Ferris</i> standard • Trump majority as possible future change to NLRB’s composition 	<p>Vanessa I. Marzán-Hernández Senior Counsel, Puerto Rico</p>



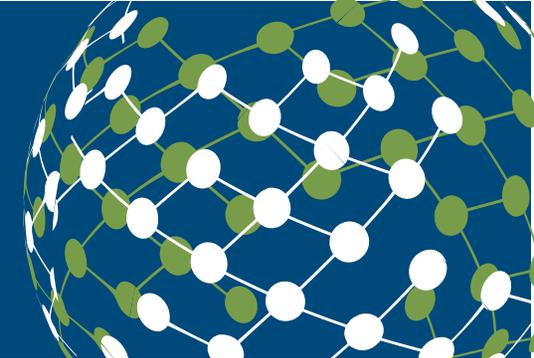
FRIDAY, April 7, 2017 | Condado Vanderbilt Hotel

TIME	TOPIC	SPEAKERS
11:00 am - 11:30 am	<p>Breakout Session: B La Vida en el Fondo</p> <p>This presentation will provide practical recommendations relative to:</p> <ul style="list-style-type: none"> • Employers' and employees' obligations under the Act • Managing employees' absences for treatment • Valid requests for reinstatement • Preparing for and successfully navigating a SIF investigation 	<p>Pedro A. Busó-García Capital Member, Puerto Rico</p>
11:30 am - 12:30 pm	<p>Are You I-9 Compliant?</p> <p>If recent headlines are any indication, immigration is one of the most politically charged areas of employment law today. President Donald Trump built his campaign, in part, on the promise of increased enforcement of the immigration laws. In this climate, verifying that all employees are legally authorized to work in the U.S. is essential to avoid potential criminal charges, seizure of assets, and steep civil fines, amongst other sanctions. Deceptively straightforward, the I-9 form contains dozens of traps for the unsuspecting HR professional. This panel will provide answers to frequent common and obscure questions that haunt businesses the most, including:</p> <ul style="list-style-type: none"> • Properly completing the new I-9 (including deadlines and document restrictions) • When and how to re-verify an employee • Anti-discrimination rules • Record-keeping and storage requirements • Self-audits, correcting errors on I-9 • Responding to an ICE visit and handling an I-9 audit • Liabilities for noncompliance 	<p>Jorge R. Lopez Shareholder, Miami, FL</p> <p>Maria Isabel Rey-Cancio Capital Member, Puerto Rico</p>
12:30 pm - 1:45 pm	<p>Lunch Presentation From the Bench: Avoiding Big Jury Awards</p>	<p>Mariela Rexach-Rexach Capital Member, Puerto Rico</p> <p>Keynote Speaker: Honorable Juan M. Pérez Giménez Judge, United States District Court for the District of Puerto Rico</p>



FRIDAY, April 7, 2017 | Condado Vanderbilt Hotel

TIME	TOPIC	SPEAKERS
1:45 pm - 2:45 pm	<p>The 2017 Employment Law Update</p> <p>This fun-filled, fast-paced year-in-review is a must-attend session for every employment counsel and HR executive who wants to stay on top of the ever-changing developments in employment and labor law. Our terrific panel will elucidate on the employment law ramifications of the latest court cases, legislative and regulatory activity and crucial developments that have occurred during the course of the last year and that will impact your workplace and your responsibilities during the rest of this year and beyond. Our panel will also bring to light those “fun facts” of the new PR Labor Reform Law.</p>	<p>José Dávila-Caballero Special Counsel, Puerto Rico</p> <p>Theodora R. Lee Shareholder, Walnut Creek, CA</p>
2:45 pm - 3:45 pm	<p>Do You Know Your X, Y, Z’s? Managing the Various Generations in the Workplace</p> <p>Official studies report that Millennials (ages 17-36) have surpassed Baby Boomers (ages 53-71) as the nation’s largest living generation and are far more diverse than the generations that preceded them. Additionally, 44.2 percent of the Millennials are part of a minority race or an ethnic group. As Boomers leave the workforce, Millennials represent an increasing proportion of the workforce. What does this mean for today’s workforce? This panel will discuss:</p> <ul style="list-style-type: none"> • Differences in how each generation views compensation, recognition, promotions, supervisor support, flexibility, work environment, job security, and opportunity for career growth • Recommended hiring and retention practices • Succession planning • Solutions to the communication challenges between the generations • Defending against age discrimination claims • Leveraging generational differences and work styles 	<p>Lourdes Hernández-Venegas Capital Member, Puerto Rico</p> <p>Olga Sánchez Ramos Vice President of Human Resources, GFR Media,LLC</p> <p>Cindy-Ann L. Thomas Principal, Charlotte, NC</p>
3:45 pm - 4:00 pm	Coffee Break	



FRIDAY, April 7, 2017 | Condado Vanderbilt Hotel

TIME	TOPIC	SPEAKERS
4:00 pm – 5:00 pm	<p>Preventing Workplace Violence: Legal Obligations and Practical Measures</p> <p>The following statistics capture a piece of the problem of workplace violence: Of 703 fatal injuries in the workplace in all U.S. in 2015, 417 cases were due to homicide (including shootings). Approximately 43 percent of female victims were fatally assaulted by a relative or domestic partner; for male victims, most common perpetrators were strangers. Although most employers in Puerto Rico comply with the statutory domestic violence protocol, many workplaces lack formal policies or procedures in place to address job-related violence, and few provide preventive training. This panel seeks to bring awareness on the scope and importance of implementing policies and measures to prevent and properly respond to such threats. Topics to be discussed include:</p> <ul style="list-style-type: none"> • Behavior deemed “violent” (including threats and non-physical) • Employers’ and employees’ obligations to address job-related violence, including preventive training • Procedures to manage the aftermath of a violent incident in the workplace • What a “zero tolerance” workplace violence policy looks like in form and practice • What provisions should a workplace violence policy contain? • Active shooter awareness 	<p>Grymarys de Jesús-Afanador Assistant General Counsel, Wal-Mart Puerto Rico, Inc.</p> <p>Shiara Diloné-Fernandez Capital Member, Puerto Rico</p> <p>Elizabeth Pérez-Lleras Capital Member, Puerto Rico</p>
5:00 pm	Cocktail Reception	