

LITTLER GLOBAL

Puerto Rico Conference

1st Annual



THURSDAY, AUGUST 20, 2015 • CONDADO PLAZA HILTON

**Habr  traducci3n simult nea en ingl s y espa ol durante todo el evento.*

TIME	TOPIC	SPEAKERS
8:00 am – 9:00 am	Registration and Continental Breakfast	
9:00 am – 9:15 am	Welcome and Opening Remarks	Shiara Dilon�-Fern�ndez , Capital Member and Office Managing Shareholder, Puerto Rico (Littler Global)
9:15 am – 10:15 am	<p>Conducting Lawful Investigations</p> <p>Defending a harassment, discrimination or other employment lawsuit is a costly proposition for employers. Conducting an effective, unbiased internal investigation that can withstand the scrutiny of plaintiffs’ attorneys and jurors is crucial and one of the best weapons against liability in subsequent litigation.</p> <p>Through this hands-on, interactive workshop, you will learn the art of the investigation process and new techniques for conducting a lawful and effective investigation, including gathering facts in an efficient and fair manner and articulating findings objectively. We will discuss best practices that work and common practices that do not. We will also discuss in detail a list of common pitfalls. Participants will be actively engaged in using their newly acquired investigative techniques and will have the opportunity to practice them during this session.</p>	<p>Katherine Cooper Franklin, Shareholder, Seattle (Littler Global)</p> <p>Elizabeth P�rez-Lleras, Capital Member, Puerto Rico (Littler Global)</p>
10:15 am – 11:15 am	<p>The Digital Workplace: Managing Risks and Opportunities</p> <p>With the benefits of evolving into a “digital workplace” – through “cloud computing”, telecommuting, “Bring Your Own Device (BYOD) to Work” and similar corporate programs – comes increased threats to the security of information. The loss of control over corporate information creates many new risks and challenges for companies, especially for HR professionals and employment lawyers. Simple employee mistakes can expose sensitive information. BYOD programs result in company data being stored on devices that companies do not control. Entrusting your data to cloud providers creates additional challenges for securing that data. This presentation will provide practical recommendations for addressing these cutting-edge challenges and risks vexing HR professionals and in-house employment counsel relative to the “digital workplace”</p> <p>Topics to be covered include:</p> <ul style="list-style-type: none"> • Privacy, security, and employment law challenges of BYOD programs • How to assess the security risks of storing employee data with cloud providers • Actions HR professionals and employment lawyers should consider when the privacy of sensitive employee data is breached 	<p>Michael J. McGuire, Shareholder and Chief Information Security Officer, Minneapolis (Littler Global)</p> <p>Shiara Dilon�-Fern�ndez, Capital Member and Office Managing Shareholder, Puerto Rico (Littler Global)</p>
11:15 am – 11:45 am	Coffee Break	

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11:45 am – 12:45 pm	<p>LGBT Rights: Practical Recommendations to Comply with New Governmental Guidelines</p> <p>In the last two years, various local and federal governmental agencies have issued guidance to employers concerning restroom access and dress code policies for transgender employees and job applicants. In the last year alone, the Anti-Discrimination Unit (“ADU”) of Puerto Rico’s Department of Labor (“DOL”) experienced a drastic increase of administrative charges being filed against employers, alleging discrimination based on an individual’s gender identity, appearance or behavior. During this presentation, a high-ranking ADU official will provide insightful analysis of the types of claims being filed with the DOL. Additionally, Littler Global attorneys will provide practical recommendations for implementing policies that both comply with the anti-discrimination law and protect employers’ corporate interests.</p>	<p>José Dávila-Caballero, Law Professor, (University of Puerto Rico); Special Counsel, Puerto Rico (Littler Global)</p> <p>Pedro Aponte Colón, Sub-Director, Anti-Discrimination Unit, (Commonwealth of Puerto Rico Department of Labor and Human Resources)</p> <p>Mariela Rexach, Capital Member, Puerto Rico (Littler Global)</p>
12:45 pm – 2:00 pm	<p>Luncheon with Special Presentation: The Globalization of Labor and Employment Law and HR Services</p>	<p>Introductory Remarks:</p> <p>Rafael E. Aguiló-Vélez, Capital Member, Puerto Rico (Littler Global)</p> <p>Keynote Speaker:</p> <p>Jeremy Roth, Co-President and Managing Partner (Littler Global)</p>
2:00 pm – 3:00 pm	<p>The NLRB’s New Election Rules: Steps Employers Can Take to Prepare and Successfully Deal with an Election Petition</p> <p>On April 14, 2015, the National Labor Relations Board’s (“NLRB”) controversial “quickie election” rule went into effect. Among other substantial changes the new procedures make it significantly easier for unions to organize previously unrepresented workforces, by shortening the pre-election period from approximately 38 days to as little as 13 days from the filing of a petition, limiting employers’ pre-election unit challenges, and broadening the scope of information employers must provide to the NLRB when faced with a petition. This panel will discuss the legal and practical implications of the new rules and provide practical recommendations for employers seeking to remain union-free while complying with the new rules.</p>	<p>Stefan Marculewicz, Shareholder, Washington, D.C. (Littler Global)</p> <p>Rafael E. Aguiló-Vélez, Capital Member, Puerto Rico (Littler Global)</p>
3:00 pm – 4:00 pm	<p>OFCCP Investigations: Overcoming Compliance Challenges Employers Face</p> <p>Under President Obama, the Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) has pursued an aggressive regulatory and enforcement agenda, effectively broadening the definition of a “federal contractor” and “covered subcontractor” to expand its jurisdiction over entities that traditionally were out of its reach. The OFCCP has also issued new regulations that have added to contractor recordkeeping obligations and increased the amount of information that must be provided to the agency at the very beginning of an audit. The OFCCP is also claiming (and exercising) broad authority to review compensation practices and seek remedies for even small differences in compensation between women and men or between different racial or ethnic groups, even where those differences may favor women or minorities. In addition to providing an insightful review of OFCCP’s agenda, this presentation will equip employers with practical tools and recommendations to comply with OFCCP’s regulations and successfully manage an OFCCP audit.</p>	<p>David J. Goldstein, Shareholder and Co-Chair, Government Contractors Industry Group, Minneapolis (Littler Global)</p> <p>Elizabeth Pérez-Lleras, Capital Member, Puerto Rico (Littler Global)</p>

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4:00 pm – 4:15 pm	Coffee Break	
4:15 pm – 5:15 pm	Puerto Rico Employment Law Update: From the Ridiculous to the Sublime This fun-filled session will provide a unique opportunity to review not only the latest enacted legislation and court decisions with meaningful impact to the workplace in Puerto Rico, but also take notice of the recent ridiculous attempts by plaintiffs' bar and various governmental bodies to restrict employers' right to manage the workplace. This light-hearted legal news report will also prepare you to face the challenges that lie ahead.	Pedro A. Busó-García , Capital Member, Puerto Rico (Littler Global) Lourdes C. Hernández-Venegas , Capital Member, Puerto Rico (Littler Global) Anabel Rodríguez-Alonso , Capital Member, Puerto Rico (Littler Global) Carl Schuster , Capital Member, Puerto Rico (Littler Global)
5:15 pm – 7:00 pm	Cocktail Reception	