



The Labor & Employment Law Future Forum

Strategies for Rapidly Changing Legal,
Regulatory and Economic Environments

October 26–27, 2017
The Conference Board
Conference Center
New York, NY

www.conferenceboard.org/labor2017

Lead Sponsor:

Littler
Employment & Labor Law Solutions Worldwide®

Labor and Employment Law Future Forum

Day One

Thursday, October 26, 2017

Registration and Continental Breakfast: 8 – 9 am

9 - 9:15 am

Welcome

Joan Greco, Program Director, **The Conference Board**

9:15 – 10:10 am

Get Ready: The Biggest Labor & Employment Law Challenges on the Horizon

What legal developments are likely to pose the greatest challenges for organizations in the in the short-, medium- and long-term, and what can organizations do now to prepare?

Maury Baskin, Shareholder, **Littler Mendelson**

10:10 – 11:00 am

Innovations in Inclusion: Leading on Diversity

Understand the need for and learn new strategies to lead the continuing quest for greater diversity and inclusion at all levels.

William Sailer, Vice President, Legal Counsel, **Qualcomm**

Morning Networking Break: 11:00 – 11:15 am

11:15 am – 12:30 pm

Looking Forward on Pay Equity

Gain insights from our panel on the latest developments at the federal and local levels in reporting requirements; salary transparency; and restriction of inquiries on salary history. How can your organization proactively address evolving expectations in this area?

Panelists:

Victoria Lipnic, Acting Chair, **U.S. Equal Employment Opportunity Commission**

Michele Coleman Mayes, Vice President, General Counsel and Secretary, **New York Public Library**, Chairwoman, **American Bar Association's Commission on Women in the Profession**

Victoria Gorokhovich, Senior Counsel, Employment Law & Litigation, **Cigna**

Moderator:

Dr. Zev J. Eigen, Global Director of Data Analytics, **Littler Mendelson**

Lunch: 12:30 – 1:30 pm

1:30 – 2:20 pm

Global L&E -- What Does That Really Mean?

Case studies and actionable strategies for international mergers and acquisitions involving the transfer and integration of employees across the globe.

Patricia Kim, Vice President & Chief Counsel, Labor & Employment, **Danaher Corporation**

2:20 – 3:15 pm

TCB Research: The Shrinking Labor Force

Insights from the Conference Board's Chief Economist on the factors leading to, and the implications of, the tightening North American labor market.

Gad Levanon, Chief Economist, North America, **The Conference Board**

Afternoon Networking Break: 3:15 - 3:30 pm

3:30 – 4:30 pm

What is Ahead for H-1B and Other Skilled Guest Worker Programs?

What factors made reform of H-1B visas a popular campaign promise? What changes might be in store for skilled guest worker programs, and how can employers prepare?

Ron Hira, Associate Professor, **Howard University**

Closing Remarks: 4:30 – 4:40 pm

Joan Greco, Program Director, **The Conference Board**

Day Two

Friday, October 27, 2017

Continental Breakfast: 8:15 – 9 am

Opening Remarks: 9 - 9:15 am

9:15 am – 10:10 am

Human Capital, In-House Counsel, Outside Counsel: The Delicate Balance

A case study on how human capital, in-house counsel, and outside counsel for The Port Authority of New York and New Jersey coordinate on labor relations, including direct negotiations with 12 civilian and police unions.

Mary Lee Hannell, Chief, Human Capital, **The Port Authority of New York and New Jersey**
Robert Long, Shareholder, **Littler Mendelson**

10:10 – 11:00 am

Adapting to an Aging Workforce

Better health and tighter budgets post-recession are leading older Americans to defer retirement, a development employers facing a shrinking labor force may welcome. How should organizations be ready to accommodate an aging workforce?

Lori Trawinski, Director, Financial Security Team, **AARP Public Policy Institute**

Morning Networking Break: 11:00 – 11:15 am

11:15 am – 12:10 pm

Reviewing Performance Without “Performance Reviews”

Many organizations have abandoned the traditional performance review as unhelpful; yet employee needs for feedback remain, and evidence in support of employer actions remains essential. Learn how companies continue to meet these needs while innovating feedback processes.

Teri Wilford Wood, Chief Global HR, General Legal Counsel, **IBM**

Lunch: 12:10 - 1:10 pm

1:10 pm – 2:50 pm

The Gig Economy and the Meaning of “Employee”

How will – and how *should* – the meaning of “employee” in our regulatory regimes adapt to the evolving gig economy?

Joseph Kennedy, Senior Fellow, **Information Technology and Innovation Foundation**

Nina Markey, Shareholder; Co-Chair, Staffing, Independent Contractors and Contingent Workers Practice Group, **Little Mendelson**

Afternoon Networking Break 2:50 – 3:10 pm

3:10 pm – 4:00 pm

Case Study: The Kaiser Permanente Labor Partnership

United States labor relations often revolve around bargaining over a new contract followed by 2-3 years of contract administration, grievance handling and periodic meetings until the process begins again. In 1997, Kaiser Permanente and the Coalition of Kaiser Permanente Unions agreed to a different organizational strategy: the Labor Management Partnership. It remains the largest, longest running such partnership in the country, covering more than 116,000 workers. Learn how this structure has been implemented to jointly lead change, improve performance and engage the workforce, and discover possible strategies for your organization.

Jim Pruitt, Vice President of Labor Relations, **Kaiser Permanente**

4:00 – 4:50 pm

The Future of Work

In the past, technological developments destroyed some jobs while creating new ones, but some wonder if in the coming decades the rate of job displacement through automation and artificial intelligence may significantly accelerate. How should organizations prepare to grapple with this possibility?

Drawing from experiences as an outside counsel, in-house counsel, and now HR leader, Bill Hartman of Boeing shares insights on how the aerospace company has begun to face the increasing impact of automation and artificial intelligence on employment.

William Hartman, Director, Employee Relations, **Boeing**

Closing Remarks: 4:50 - 5:00 pm

Joan Greco, Program Director, **The Conference Board**

REGISTRATION INFORMATION

Online www.conferenceboard.org/labor2017

Email customer.service@conferenceboard.org

Phone **212.339.0345**

8:30am – 5:30pm ET, Monday – Friday

Pricing: REGISTER EARLY AND SAVE!	
Members	\$1,795
Non–Members	\$1,995

Fees do not include hotel accommodations.

Location

The Conference Board Conference Center

845 Third Avenue (Between 51st and 52nd St.), 3rd Floor

New York, NY 10022

Tel: **212.339.0345**

Cancellation Policy

Full refund until three weeks before the meeting. \$500 administration fee up to two weeks before the meeting. No refund after two weeks before the meeting. Confirmed registrants who fail to attend and do not cancel prior to the meeting will be charged the entire registration fee.

Team Discounts per Person

For a team of three or more registering from the same company at the same time, take \$150 off each person's registration. One discount per registration. Multiple discounts may not be combined.