PROGRAM AGENDA

Sunday, May 5

6:00 – 7:00 pm  Diversity Reception *(Rooftop Terrace)*
During the reception, the Diversity and New Membership Subcommittee will deliver an introductory presentation about the diversity initiatives of the Committee to recruit new diverse members and increase the diversity of our speakers. The discussion about the Committee's diversity initiatives will continue in small groups during the reception. All attendees are welcome to attend.

7:00 – 9:00 pm  Welcome Reception *(Rooftop Terrace)*

*Sponsored by*

- A.L. Assistenza Legale
- Bloomberg BNA
- Greenberg Traurig, LLP
- Grimaldi Studio Legale
- L&E Global
- Mitchell Silberberg & Knupp LLP
- Orrick, Herrington & Sutcliffe LLP
- Outten & Golden LLP
- Proskauer Rose LLP

Monday, May 6

8:00 am – 12:00 pm  Registration *(Foyer Centro Congressi)*

8:30 – 8:45 am  Ciao, Roma! Welcome and Introductions *(Diocleziano)*
Earl Brown, Union and Employee Co-Chair; Solidarity Center, Washington, D.C.
Danny Kaufer Employer Co-Chair; Heenan Blaikie LLP, Montréal, Québec
Wendi S. Lazar, Employee Co-chair; Outten & Golden LLP, New York, New York

8:45 – 9:15 am  Erin Nickerson, Senior Economist, U.S. State Department, Rome, Italy

9:15 – 10:45 am  Overview of Italian Labor and Employment Law
The recent twelve months have seen major changes in both Italian labor and employment law. Our panel of Italian experts will deal with these changes that include parental leaves, downsizing and shutdowns, and increased employer obligations and employee rights. Our panel, involved in both the teaching and practice of law, also will discuss the policy considerations behind these changes and the short-term and long-term effects of these changes.
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<td>10:45 – 11:00 am</td>
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| 11:00 am – 12:15 pm | **The Evolution of Collective Bargaining: An Italian Industry Model**  
Italy has long been well-renowned as a world fashion center. This panel will focus on a variety of labor and employment issues that are confronting the Italian fashion sector. The panelists include in-house fashion house counsel, union officials who represent employees in this important industry, and outside Italian and U.S. counsel who each will provide their unique perspectives to the many challenges that employers, unions and workers are facing in an increasingly competitive globalized environment.  
Speakers: Cecilia Brighi, Confederazione Italiana Sindacati Lavoratori (CISL), Rome, Italy  
Daniela Della Rosa, General Counsel, Gucci, Florence, Italy and Paris, France  
Gerald T. Hathaway, Mitchell Silberberg & Knupp LLP, New York, New York  
Matteo Orlando, Legal Officer, CGIL (Italian General Confederation of Labor), Treviso, Italy  
Sergio Spiller, National Secretary, Femca-CISL (Italian Confederation of Trade Unions), Rome, Italy  
Angelo Zambelli, Grimaldi Studio Legale, Milan, Italy |
| 12:30 – 2:00 pm | Luncheon for First-Time Attendees and Mentors at *Target Ristorante*  
*Sponsored by Heenan Blaikie LLP*                                      |
| 2:15 – 9:00 pm  | City Tour and Dine-Around in *Piazza Navona* *(optional ticketed event)* |
| Tuesday, May 7 | **New Platforms, Applications and Technology: Emerging Issues for the Employment Law Attorney (Diocleziano)**  
The rapid pace of new technological platforms and innovation has raised a series of novel issues for the employment attorney to consider, especially in the social networking context. This session will explore emerging legal themes and trends impacting the global employment law bar in our changing technological context.  
**Moderator:** Brian R. Gatien, Vice-Chair, Newfoundland and Labrador Labour Relations Board  
**Speakers:** Raffaella Betti Berutto, Gianni, Origoni, Grippi & Partners, Rome, Italy  
Cristiano Cominotto, A.L. Assistenza Legale, Milan, Italy  
Piergiovanni Mandruzzato, LabLaw, Studio Legale, Failla Rotondi & Partners, Milan, Italy  
Professor Michel Martone, Deputy Minister of Labor and Social Policies, Rome, Italy  
Tiziano Treu, Professor Emeritus in Labor Law, Università Cattolica Milan, Italy |
environment. The session will begin with an overview of the core features of the rapidly growing and innovative social networking platform for professionals, LinkedIn. The interactive panel discussion will then explore a range of topics including the privacy controls available to LinkedIn members, professional confidentiality obligations of lawyers when using social media platforms, ownership of a list of social media connections, use of social media for background verifications, and rights of employers to employee social networking account passwords.

Adam Kardash, Heenan Blaikie LLP, Toronto, Ontario

Interviewee: Eric Heath, Director of Legal – Global Privacy, LinkedIn, Dublin, Ireland

9:30 – 10:30 am  
Highlights and Lowlights on Employee and Union Rights:  
Around the World in 60 Minutes – A Multinational Update
The speakers will discuss the latest developments in labor and employment law across the globe, including recent statutory reforms and case law in the European Union, Latin American, North America and Asia-Pacific regions and the impact these developments are expected to have on individuals, unions and management in international labor and employment law matters.

Moderator: Katherine Blostein, Outten & Golden LLP, New York, New York

Speakers: Samantha C. Grant, Mitchell Silberberg & Knupp LLP, Los Angeles, California
Ben Hensler, Deputy Director and General Counsel, Worker Rights Consortium, Washington, D.C.
Christopher Jordan, CMS Hasche Sigle, Cologne, Germany
Esther Martin, CM Murray LLP, London, England
Gilles Touchette, Norton Rose LLP, Montréal, Québec

10:30 – 10:45 am  
Coffee Break (Foyer Centro Congressi)

10:45 am – 12:30 pm  
How Employers and Worker Organizations are Coping with Austerity in Europe and Elsewhere: Plant Closings, Facility Relocations and Other Issues
The last couple of years have seen major changes to the economic and financial landscapes for employers, employees and unions alike. These changes are often translated into job reductions and plant transfers for employers with the obvious consequences for both employees and trade unions. Our panel of experts will look at the modifications to the applicable laws within their jurisdictions, including those of our host country, Italy, as they relate to, among others, the meaning of plant closures/plant relocations, employee rights and employer obligations in these situations. In addition, our panelists will explore how austerity measures have been applied by elected governments in an attempt to limit the effect and consequences of the poor economic landscape on employers, employees and trade unions. The effectiveness and success of these measures also will be considered.
Wednesday, May 8

8:30 – 9:45 am  Whistleblowing Becomes a Cross-Border Phenomenon (Diocleziano)
The promise of large cash rewards to whistleblowers under the US Dodd-Frank statute and the availability of whistleblower protections in multiple jurisdictions have led to a dramatic increase in whistleblower claims and threats to file claims. The impact of these changes is being felt by companies around the globe as they struggle to encourage internal reporting despite the incentives for whistleblowers to bypass such disclosure. This panel composed of two leading US lawyers representing whistleblowers and employers, the Global Head of Employment Law for a major global financial services firm and a noted barrister from the UK with extensive trial experience in whistleblower matters will offer their perspectives on this latest trend in workplace claims.

Moderator: Barbara J. D’Aquila, Fulbright & Jaworski LLP, Minneapolis, Minnesota

Speakers: Michael Delikat, Orrick, Herrington & Sutcliffe LLP, New York, New York
Thad M. Guyer, Adjunct Attorney, Government Accountability Project;
T.M. Guyer and Ayers & Friends PC, Medford, Oregon
Thomas Kibling, Matrix Chambers, London, England
George C. Whipple III, Crédit-Suisse, New York, New York

9:45 – 11:00 am  Closing the Gender Gap? Pay, Promotion and Management Issues Facing Financial Services Firms
Despite years of claiming increased diversity within financial institutions, and that pay and gender discrimination may be on the decrease, there remains strong evidence that women and men are not paid equally when it comes to their total compensation, are not given the same career opportunities and lucrative positions to advance in the profession, and that women are inevitably overlooked for the high level management and board positions within these institutions –causing them to hit the glass ceiling and exit. The panelists will explore the social, hierarchical and legal realities that these institutions are faced with and offer concrete solutions for change.
11:00 – 11:15 am  Coffee Break (Foyer Centro Congressi)

11:15 am – 12:30 pm  Counsel Beware: Laws Do Extend beyond Borders: Investigations, Discovery and Privilege
Whether an employment problem is inside a single border, or involves facts, data and documents that cross borders, conducting internal investigations, doing litigation discovery, and the application of privilege, vary widely by country. This session will offer some insights and perspectives on these issues from in-house and outside counsel.

Moderator:  Gary R. Siniscalco, Orrick, Herrington & Sutcliffe LLP, San Francisco, California
Speakers:  Cathleen Caron, Global Workers Justice Alliance, New York, New York
Paul Daniels, Slater & Gordon, London, England
Susan Henderson, GE Capital, London, England
Roselyn Sands, Ernst & Young Société d'Avocats, Paris, France

7:00 – 11:00 pm  Reception and Gala Dinner at Villa Miani

Thursday, May 9

8:30 – 9:15 am  Committee Business Meeting (Diocleziano)
Earl Brown, Union and Employee Co-Chair; Solidarity Center, Washington, D.C.
Danny Kaufer Employer Co-Chair; Heenan Blaikie LLP, Montréal, Québec
Wendi S. Lazar, Employee Co-Chair; Outten & Golden LLP, New York, New York
Stewart S. Manela, Chair, ABA Section of Labor & Employment Law; Arent Fox LLP, Washington, D.C.
Joel A. D’Alba, Chair-Elect, ABA Section of Labor & Employment Law; Asher Gittler D’Alba Ltd., Chicago, Illinois
Gordon E. Krischer, Employer Council Liaison, ABA Section of Labor & Employment Law; O’Melveny & Myers, Los Angeles, California
9:15 – 10:30 am  The Rights of Unions and Their Members: What They Are and How They Are Protected

This panel will study and review what is the scope of the rights enjoyed and exercised by trade unions and their members. As an example, recent case law in Canada and amendments to American state labor laws have helped to highlight some of the major differences involving these rights and obligations from both a Canadian and an American perspective. At the same time, our panel of experts will examine the effects of these rights and how they have been interpreted within the EU. They also will consider whether these differences have had an effect on the growth of trade unions in all of these specific jurisdictions.

Moderator: Judy Scott, Service Employees International Union, Washington, D.C.

Speakers:
Roy L. Heenan, Heenan Blaikie LLP, Montréal, Québec
Owen Herrnstadt, Director, Trade and Globalization Department, International Association of Machinists and Aerospace Workers, Upper Marlboro, Maryland
David Millstone, Squire, Sanders & Dempsey L.L.P, Cleveland, Ohio
Pierre Moreau, Pierre Moreau Avocat, Montréal, Québec

10:30 – 10:45 am  Coffee Break (Foyer Centro Congressi)

10:45 am – 12:00 pm  Minding the Kids and the Elderly: Balancing Costs in the Workplace

This panel will present the most cutting edge issues for multinational employees, unions and employers, on balancing work and family responsibilities across industries and borders. Speakers will focus on the legal challenges in the U.S. that the EEOC has supported concerning new and burgeoning laws involving family responsibility discrimination, global corporate efforts in revising policies related to parental leave reforms and new directives in the EU in regard to motherhood and parental rights discrimination. The panel also will focus on human resource initiatives and policies that multinationals are adopting in order to attract, promote and retain women in the workplace.

Moderator: Melanie Crowley, Mason Hayes & Curran Solicitors, Dublin, Ireland

Speakers:
Sonia Cortés, Abdón Pedrajas & Molero, Barcelona, Spain
Jamie Dolkas, Equal Rights Advocates, San Francisco, California
Joseph Z. Fleming, Greenberg Traurig, LLP, Miami, Florida
Wendi S. Lazar, Outten & Golden, New York, New York
Mort Mitchnick, Borden Ladner Gervais LLP, Toronto, Ontario
Maryann Parker, Service Employees International Union, Washington, D.C.